



# **Corporation Road Community Primary School Racist Incident Policy (September 2017)**

**Approved by the Governing Body**

**Date .....**

**Signed .....**

**Chair of Governors: Val Johnston**

**Date: September 2017**

**To be reviewed: September 2018**

At Corporation Road Community Primary School we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of discrimination. Everyone has the right to be treated with equal dignity, respect, consideration and without prejudice and to be given equal access to all of our services regardless of race, colour, nationality, culture, language, religious beliefs, creed or ethnicity. We judge each person by their ideas, values, actions and character and not by racial origins, religion, community or culture. Each of us is equal yet different.

We celebrate, encourage and enjoy the benefits that come from other people's ethnicity, culture, religion and other diversities.

We are committed to working towards race equality, promoting positive approaches to difference, and opposing all forms of racial prejudice and discrimination. Language or behaviour which is racist or potentially damaging to any ethnic or racial group is not tolerated and will always be challenged. We value and encourage involvement of people from all sections of the local community. We recognise that British society is made up of people from many different racial, cultural, linguistic and religious backgrounds, and that all pupils must be fully prepared to live in such a diverse society.

#### Aims

- Promote a positive, supportive ethos in which all pupils and staff feel that they are valued, that their needs are met and that they are able to achieve their full potential.
- Respect and value differences between people, promote good relations between different groups within the school and wider community, and prepare all pupils for life in a diverse society.
- Ensure that racial equality is an integral part of planning and decision making across all areas of the school.
- Work in partnership with parents and the wider community to tackle and eliminate racial discrimination, making the school a place where everyone feels safe, welcome and valued.
- To agree procedures for dealing with racist incidents, and ensuring that all members of the school community are conversant with them.
- To establish a monitoring procedure to record all incidents and subsequent action
- To keep a formal record of all racist incidents and to regularly report on the

nature and frequency of any racist incident to the Governing Body.

- To ensure that the policy and its related procedures and strategies are implemented
- To ensure that the school complies with the race relations act (2000) and the Equality Act 2010 Head teacher
- To implement the policy and its related procedures
- To ensure that all staff are aware of their responsibilities
- To take appropriate action in any cases of racial discrimination
- To deal with racist incidents and know how to identify and challenge racial bias and stereotyping
- To promote racial equality and good race relations and not discriminate on racial grounds
- To keep up to date with race relations legislations by attending training and information opportunities

#### Pupils

- Report any racist incidents to a member of staff, whether directed at themselves or somebody else
- Take responsibility for personal behaviour and actions and treat one another with respect and kindness
- With the help of staff and parents/carers, create a positive working atmosphere within school where racism is regarded as unacceptable, difference is celebrated and discrimination is actively challenged
- Report any racist incidents to a member of staff, whether directed at themselves or somebody else
- Take responsibility for personal behaviour and actions and treat one another with respect and kindness

What is a racist incident?

Corporation Road Community Primary School adopts the definition of a Racist Incident as: “any incident which is perceived to be racist by the victim or another person”

Racism is not just about intentional attitudes or behaviour. A lack of intention does not stop the impact of racism being felt by individuals or communities. It is important to recognise that racist incidents are often complex and interrelated with other events and may involve group as well as individual behaviour. In any circumstances, racial harassment is unacceptable and must be dealt with effectively and with sensitivity.

Examples of Obvious Racism

- Racist comments, name calling and jokes
- Imitating accents
- Racist graffiti or any other written insult
- Bringing into school racist materials such as badges and literature or any attempt to recruit people into racist organisations
- Threatened and physical assault against a person or group because of colour or ethnicity. Examples of Less Obvious Racism
- Unacceptable stereotype views and images
- A curriculum that doesn't acknowledge racism
- Teachers not following up racist incidents vigorously, thus condoning it
- Staff not being made fully aware of how racism and stereotyping may affect the decisions they make

## Prevention

We will:

Actively work towards the prevention of racist incidents by: Delivering appropriate assemblies, the inclusion of racist issues and concerns in the PSHE and citizenship curriculum, and other curriculum areas where appropriate

Utilising circle time in classrooms. Keeping comprehensive records of reported incidents so that staff can monitor patterns of behaviour. Ensuring that all staff are trained on identifying, reporting and recording racist incidents. Deploying the school counselor where appropriate. Utilising the 'Lighthouse' class and the nurturing environment and opportunities it provides when necessary. Linking with the local community to raise awareness of other cultures and beliefs.

## Racist Incident Policy

### Responding to Racist Incidents

All reports of racism are taken seriously and are investigated fully by a member of staff. A member of the Senior Leadership Team should be informed of any alleged racist incident.

Pupils who have experienced racism will be supported by:

- offering an immediate opportunity to discuss the experiences with their class teacher or member of staff of their choice
- reassuring the pupil that they have done the right thing by making a report and that the school will be responding
- offering continuous support
- reassuring them of their safety

- notifying their parents or guardians
- working to restore their self-esteem and confidence
- offering sessions with the school counsellor where appropriate

Pupils who have been racist will be helped by:

- discussing what happened
- exploring different perspectives as appropriate
- establishing what constitutes hurtful behaviour and the need to change
- informing parents or guardians to support change in the pupil
- offering sessions with the school counsellor where appropriate

### **Recording and Reporting Racist Incidents**

Recording All incidents of alleged racism that are reported to staff should be investigated fully.

#### **Procedures**

The class teacher should look for evidence that the incident has caused distress or upset to the victim and has been perceived as being racist. If a racist incident has occurred, the class teacher should the record the incident using Racist Incident Form should be completed and filed in the racist incident file held in the Headteacher's office. The Headteacher must be made aware of the incident who will help identify what action is necessary.

Support should be given to those involved. With the support of a member of the SLT decide if any sanction needs to be applied.

Parents/Carers informed.

#### **Sanctions**

If evidence of racism has been found then the following sanctions will be taken:

- The parents of both the victim and perpetrator will be verbally notified of the incident. In more serious cases, this will be as part of a formal meeting.
- The perpetrator will be issued with a sanction. (See behaviour policy) More serious cases, or those that involve repeat offences may result in an Internal or fixed period exclusion.
- Reporting the number of racist incidents per term are monitored by the Headteacher and reported to the LAB.

A record must also be made using CPOMS.

All incidents should be discussed with the relevant parents/carers either in person or over the phone. A copy of the incident record may also be given to the parents

### Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness by the number of recorded racist incidents. The policy will be shared with all the stakeholders and will form part of the new parents information pack.

Date for review: September 2018