

The Governing Body shall conduct the school with a view to promoting high standards of educational achievement “Robert Peel Primary School is committed to eliminating discrimination, advancing equality of opportunity and fostering good relations between different groups. These factors were considered in the formation and review of this policy and will be adhered to in its implementation and application across the whole school community”

Robert Peel Primary School believes that any form of racist behaviour is not acceptable and will be dealt with accordingly.

This document sets out how Robert Peel Primary School deals with racist incidents. For further information on equality matters, please refer to Robert Peel Primary School’s policies on Equality, Diversity & Inclusion and the School’s Single Equality Duty for more general information.

Definition

A racist incident is defined as :*“Any incident which is perceived to be racist by the victim or any other person”*

Examples of racist incidents include, but are not limited to:

- Physical attack, or threatened physical attack;
- Verbal abuse including name calling and teasing related to language, religion or cultural background;
- Expressions of prejudice;
- Inappropriate and hurtful humour;
- Racist graffiti
- Isolating individuals due to their colour, religion or ethnic background; and
- Wearing badges or symbols belonging to a known racist organisation.

If in doubt about whether something is a racist incident you should consider the following:

- Was anyone offended, harmed, hurt or upset by a remark or situation?
 - Might a representative of the community concerned have been offended, harmed, hurt or upset?
 - Was the way a remark was given derogatory, mocking or negative about the group/individual concerned?
- This recognises that a racist incident can occur without a victim or target being present – for example, by telling a racist joke.

If the answer to any of the above is yes, you should treat as a racist incident under this policy. If still in doubt you must discuss with the head teacher or the deputy head teacher and agree whether or not it should be treated as a racist incident.



Any incident which is perceived by anyone to be racist will be investigated, recorded and monitored as such. This is the case regardless of whether the motivation of the perpetrator was to cause harm or offence or whether it was unintentional.

Some racist incidents involve allegations that the school itself has failed to provide equal and fair opportunities or treatment to individuals or groups on the basis of their colour, culture, ethnicity or religion. Where such an allegation is made, this too will be recorded and investigated as a racist incident.

Recording and investigating an incident does not necessarily mean that racism has occurred.

All staff will be vigilant and open to pupils' concerns about experiences of racism, being ready to listen and to take reports seriously. Distressed pupils will be supported and all incidents reported to the Headteacher.

As part of the school's ongoing commitment to equality, teachers will:

- Immediately address any pupil's negative, stereotyped or racist response to differences related to culture, colour or ethnicity;
- Provide support to any pupil who has experienced offence from another person;
- Refer language or behaviour that has been hurtful to the HT for further investigation and resolution; and
- Provide educational opportunities to ensure that pupils develop the knowledge and skills necessary for living in a multi-cultural, multi-ethnic and multi-faith culture.

Purpose

The purpose of a Racist Incidents Policy is to:

- Demonstrate that we have dealt satisfactorily with incidents;
- Monitor trends and patterns of behaviour;
- Take preventative action against racism;
- Provide an educational response to behaviour that causes concern;
- Measure the effectiveness of our procedures in preventing and dealing with incidents.

The policy applies to staff, parents, carers, pupils, volunteers and visitors to the school. All members of the school community have a right not to experience racism at the school, whether or not this is directed at them.

This policy should be applied in conjunction with the school's Promoting Positive Behaviour Policy and its Anti- Bullying Policy.

Recording of Racist Incidents

Where there is either:

A complaint (this could come from a pupil, member of staff, parent or visitor to the school)

- made about a racist incident (within the definition above); or
- a staff member witnesses a racist incident;

The incident should be reported as soon as possible to the Headteacher or the Deputy Head.

The Headteacher or the Deputy Head will record the details of all racist incidents in the Racist Incidents Log.

Details to be recorded in this Log include:

- Date of incident;
- Names of those involved;
- The ethnicity of the victims and the perpetrators;
- Brief facts of the nature of the incident; and
- The action taken in response and brief facts.

The record of the racist incident will not go onto a pupil or staff record (unless it is or becomes a disciplinary matter or racist harassment, in which case it will be dealt with in accordance with the relevant disciplinary or harassment at work procedures applicable).

The Headteacher or the Deputy Head will, where appropriate, investigate the reported incident. However, should the complaint or incident involve either the Headteacher or the Deputy Head it will be investigated by the Chair of the Governing Body or designee.

The appropriate level of investigation will be determined on a case by case basis depending on all factors. After reporting, some incidents will not need much investigation, for example where the perpetrator admits the incident; where the only witness is the complainant and the perpetrator is unknown; where the facts are undisputed; where either the subject of the racist incident or the complainant does not wish the matter to be taken further or where it would not be appropriate to do so (for example where very young children are involved it will not always be appropriate). Investigations will be undertaken without undue delay.

At the end of the investigation, the outcome must be recorded. If there was no investigation, the reasons for this should be recorded.

Action (if any) taken to deal with the racist incident must also be recorded. If no action was taken, the reasons must be recorded.



Where the racist incident was intentional, pupils will be subject to disciplinary procedures as set out in the Promoting Positive Behaviour Policy and the Anti-Bullying Policy as appropriate.

Where the racist incident was unintentional, pupils will need to understand how offence was caused and be supported to make any changes necessary to their behaviour. A high priority will be placed by the school on resolving any breakdown in relationships and ensuring that pupils can move on positively from the experience.

Support will be given to anyone who has experienced offence.

In addition where there is a formal complaint, local authority guidance for dealing with these must also be applied.

Action following Reporting of Racist Incident

Complainants and the subject of the racist incident will be advised of action taken to deal with the incident. Where the incident involves a pupil or pupils, parents/carers of both complainant and subject will be advised. This includes advising parents/carers where pupils are distressed so that they can provide appropriate support. However, it should be noted that in accordance with guidance issued on dealing with racist incidents it is not normally appropriate to inform parents where no-one is offended or hurt by the incident.

Where necessary or appropriate an educational response will be provided. Racist incidents involving pupils will all be made known to other staff as part of a follow up support and monitoring process so that they are aware of issues affecting those in their care and can act appropriately.

Regard should also be had to the school's disciplinary, grievance and harassment at work procedures where allegations of racial harassment are made by or against people who work at the school, whether as employees or contract staff.

Dealing with Serious Incidents

In accordance with Local Authority Guidance, where a racist incident occurs that involves any of the following:

- Physical violence;
- Serious damage to property;
- Repeated or orchestrated harassment;
- Racist graffiti;
- Links with extremist groups including distributing racist literature;
- Absence related to a racist incident;
- Exclusion related to a racist incident.

Robert Peel Primary School will, without delay, consult the appropriate body at the Local Authority for advice in responding to the incident and ensuring that legal responsibilities have been met.

Reporting Racist Incidents

The designated member of staff responsible for this policy is the Headteacher. The Headteacher is responsible for investigating racist incidents, for overseeing the application of this policy across the school, for monitoring the effectiveness of this policy and for reporting to Governors.

The Headteacher will inform Governors termly of the number of racist incidents reported.

Training and Review of Policy

As part of the schools induction process and safeguarding procedures staff will complete training into how to respond and deal with racist incidents.