



St Stephen's RC Primary School

Racial Incidents Policy

Vision

A world class school for children that want to make the world a better place as God intended

Mission Statement

'Love one another, as I have loved you.'
John 13:34

Our Values - St Stephen's CARES

Compassion, Ambition, Rejoice, Excellence, Service

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| Compassion | <i>be compassionate in all of our actions</i> |
| Ambition | <i>be ambitious – better ourselves and those around us</i> |
| Rejoice | <i>be rejoiceful – celebrate the Good News</i> |
| Excellence | <i>be excellent in everything we do – work hard always</i> |
| Service | <i>be a steward of the Lord – a service to the community</i> |

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| Policy developed | July 2021 |
| Review date | September 2024 |

Rationale

It is important for schools to address racial harassment because it has damaging effects:

- On the life quality of the victims and those who know them
- On the quality of the education a school provides

Aims of the policy:

- To ensure that all racist incidents are dealt with effectively and consistently.

Definition of a Racist Incident

"Any incident which is perceived to be racist by the victim or any other person." The use of this definition ensures that all possible racist incidents are properly investigated and followed through. It does not mean that the incident is recognised as racist because someone says it is, only that it is investigated objectively as it were.

The definition is designed to take account of the fact that the under-reporting of racist incidents is a serious problem in dealing with racism. There has been a historic tendency for institutions to ignore or underplay the importance of racist incidents and racism.

Racial incidents can appear to be petty or trivial to people who never (or rarely) experience them. Though some incidents may not be motivated by clear-cut racist intent, the intention is often less significant than the effect on the person at the receiving end. It is important not to downplay the feelings of victims by emphasising the lack of explicit intent (e.g. "he/she didn't mean it") of the perpetrator.

Perpetrators must be faced with taking responsibility for the outcomes of their behaviour. They must be made aware of the hurt they have caused and not be allowed to feel empowered at some else's expense.

The school believes that all forms of racism are unacceptable. It is also important to recognise that racist incidents are not only always accompanied by overt expression of racial prejudice or intolerance and that racist behaviour may also take the forms of ignoring, not allowing to join in, not sharing and other more covert exclusionary practices.

Racial harassment and abuse can often only be obvious to the person experiencing it and while victims should certainly be encouraged to report incidents, staff should not wait for victims to take the initiative.

Young people often suffer this kind of abuse in silence, not even daring to tell their families what they are going through, perhaps because of the misguided notion that it is their own fault. Some victims may not want to draw attention to themselves by pursuing the matter because they are scared, so staff need to be vigilant.

Racist incidents can involve any of the following:

- Verbal abuse, threats and name-calling
- Racist graffiti
- Racist comments in the course of discussions
- Physical intimidation
- Violent attacks because of colour, ethnicity, nationality or religion

- Incitement of others to behave in a racist way
- Refusal to cooperate/work with other pupils because of their colour, ethnicity, nationality or religion
- Ridicule of cultural differences e.g. food, dress, language, names, appearance
- Racist jokes (including those circulated on mobile phones and via the internet)
- Damage caused to a person's property
- Possession/distribution of racist material
- Wearing racist badges/insignia

Procedures for Reporting Racists Incidents

- All staff will take reported or witnessed incidents seriously and report them to the Behaviour Lead, Miss Dempsey immediately (or in her absence another member of SLT)
- The Behaviour Lead or other Senior Leader will investigate the incident by speaking with all involved parties, including any witnesses and record this in full on CPOMS
- The Behaviour Lead or other Senior Leader will record the incident in summary on CPOMS
- The Behaviour Lead or other Senior Leader will report racist Incidents to the pupils' parents
- The Behaviour Lead or other Senior Leader will take any other appropriate action
- The Behaviour Lead or other Senior Leader will ensure that any appropriate support is offered to the victim
- The Behaviour Lead or other Senior Leader will determine whether the school needs to implement strategies to prevent racist incidents or review its procedures in order to deal with racist incidents more effectively
- Staff explain the importance of reporting racist incidents during assemblies and PHSCE lessons and how they are dealt with as part of school teaching.

Implementation

Any reported incidents of racist behaviour will be dealt with promptly, thoroughly and fairly and the following steps will be taken:

- If racism is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded on CPOMS and given to the Behaviour Co-ordinator
- The Behaviour Lead or other Senior Leader will interview all concerned and record the incident
- Class teachers will be kept informed of all developments
- Parents will be kept informed
- Sanctions will be applied in accordance with the school's Behaviour Policy
Please refer to the school's Internet and E-Mail User Policy for related information (also available in the school website).

Pupils

Pupils who **have been** affected by racism will be supported by:

- Offering an opportunity to discuss the experience with a member of staff of their choice
 - Reassuring the pupil
 - Offering continuous support
 - Restoring self esteem and confidence
 - Offering the opportunity for mediation and conflict resolution
- Pupils who **instigated racism** will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and need to change
- Informing parents/carers to help change the attitude of the pupil

The following disciplinary steps may be taken:

- Warnings to cease offending
- Internal exclusions
- Exclusion from certain areas of school premises
- Fixed term exclusion
- Permanent exclusion

Within the curriculum, the school will raise the awareness of the nature of racism through lessons, assemblies, themed events and other relevant curriculum areas in an attempt to eradicate such behaviour.

Staff will make all pupils aware of the definition of racism and the consequences of bullying behaviour.

Statutory Duty of Schools

The headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent racism among pupils and to bring these procedures to the attention of staff, parents and governors.

Policy written by Mr C Lavin (Headteacher)