

Chuckery Primary School

Chuckery
Primary School



Working Together

Racist Incident Policy

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Aims and Objectives of the Policy

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of racist behaviour.

The policy is in place to ensure

- All stakeholders have an understanding of what Racist behaviour is.
- All stakeholders to know how Racist behaviour is reported
- All Stakeholders to know how alleged victims as well as alleged perpetrators will be supported when Racist behaviour is reported
- All stakeholders to know the consequences of Racist behaviour

Statement of Intent

We are committed to providing a caring, friendly, respectful and safe environment for all of our pupils.

Racist behaviour is not acceptable at Chuckery Primary School. If it does occur, all staff need to be clear about the procedure which should be followed. All pupils should feel there is someone in school who will listen to them and know that incidents will be dealt with promptly and effectively.

Anyone who knows that a Racist incident has occurred is expected to share their concerns so that the behaviour can be dealt with effectively and efficiently.

Even though Racist incidents do not occur often they should not be dismissed or not taken seriously

Chuckery Primary School welcomes the breadth and diversity of tradition, belief and culture of its local community and seeks to create, maintain and promote an environment in which each person has an equal entitlement to high quality educational opportunities irrespective of race, religion, gender, disability or social background

What is racist behaviour?

The Commission for Racial Equality defines racist behaviour as:

“any hostile or offensive act by a person of one racial group or ethnic origin against a person of another racial group or ethnic origin, or any incitement to commit such an act in: such a manner that it interferes with the peace and comfort of the aggrieved person that the person aggrieved fears for their safety that the quality of life of the person aggrieved is reduced.”

Racist behaviour is damaging to society in general and to those groups and individuals towards whom it is directed in particular. Racial harassment is a particularly direct and often violent form of racism. It can take place in any school, regardless of the number of pupils from different ethnic backgrounds on the roll. All members of the community at Chuckery Primary have a duty to promote good relations and mutual respect and tolerance between different racial groups. This document has a more narrow focus in terms of the way in which behaviour should be challenged and reported.

Racist incidents

A Racist incident is deemed to be:

“any incident that is perceived to be racist by the victim or any other person”

The following are examples of racist incidents, which may involve students, students, and staff. If they occur, they should be dealt with and recorded.

Disrespect and non co-operation

- Ridicule of an individual's cultural difference, e.g. food, music, dress, language etc.
- Showing ignorance of a person's cultural practices, in a way which makes the person feel uncomfortable, belittled or harassed
- Refusal to co-operate with other people because of their ethnic origin

Verbal harassment

- Derogatory name calling, insults and racist jokes.
- Racist comments in the course of discussions
- Verbal abuse and threats

Physical harassment

- Violent attacks or physical intimidation of children and adults of different ethnic backgrounds

Other incidents

- Damage caused to a person's property which is racially motivated
- Provocative behaviour such as wearing racist badges or insignia
- Racist graffiti
- Bringing racist materials such as leaflets, comics or magazines into the school
- Attempts to recruit other pupils and students into racist organisations
- Incitement of others to behave in a racist way

Implementation

The following steps should be taken when dealing with Racist incidents:

Staff

- If a Racist Incident is 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 the CPOMs system and sent to the Executive Head teacher and Inclusion Manager. The report should be marked as “Behaviour – Racial”
- Parents of the alleged victim and perpetrator will be informed where appropriate

Pupils

Pupils who have been the victim of a Racist incident will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have perpetrated a Racist incident will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

Where the perpetrator of the incident is a member of staff, the appropriate disciplinary procedures will be invoked.

How children are made aware of what racist behaviour is and how we will address it?

Children need to be very clear about what racism is. This will be done through PSHE & RSE lessons in both class lessons and assemblies.

Sanctions

Where proven, racist incidents will be dealt with in line with the school's behaviour policy. Incidents may lead to fixed term or permanent exclusion.

Recording and Monitoring

Effective monitoring will enable the School to gain a full picture of the nature and frequency of abuse and to measure the effectiveness of any strategies put in place to prevent its occurrence. Therefore:

- The Executive Head teacher or a member of the Senior Leadership Team will interview all concerned
- The Executive Head teacher or a member of the Senior Leadership Team will record and report the incident to the LA
- The Executive Head teacher will report the incident to the Governors through the termly Head teacher's Report to Governors

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.