



Trent Vale Infant and Nursery School *and*

Beeston Rylands Junior School



POLICY FOR DEALING WITH RACIST INCIDENTS

INTRODUCTION

- **THIS DOCUMENT IS** a statement of the aims, principles and strategies for dealing with racist incidents at Trent Vale Infant and Nursery School and Beeston Rylands Junior School
- **IT WAS DEVELOPED** in 2009 through a process of consultation with staff and governors
- **IT WILL BE** continuously reviewed, updated and approved by the Governing Body
- This policy will be **REVIEWED EVERY 3 YEARS**

Date of review	Autumn 2017	Summer 2020	Summer 2023
Signed			

Guidelines for dealing with racist incidents

The following major steps should be taken when dealing with racist behaviour

- Identifying the racist behaviour
- Dealing with the perpetrator
- Supporting the victim
- Dealing with the impact of racist incidents in the school and the community

Identifying racist behaviour

- Racist behaviour should be defined as “any hostile or offensive act or expression by a person of one racial 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”
- We, as a staff, are aware that racist behaviour between or within any race, culture or religion will not be tolerated. In any discussion, an offensive comment cannot go unchallenged

Categories of racist behaviour

In order to identify racist behaviour in our school, the following categorisation of types of incidents has been produced:

- physical assault
- derogatory name-calling
- racist graffiti
- provocative behaviour such as wearing racist badges or insignia
- bringing racist materials such as leaflets, comics or magazines into school
- verbal abuse or threats
- incitement of others to behave in a racist way
- racist comments in the course of discussions in lessons
- ridicule of individual for cultural differences e.g. food, music, dress, etc
- refusal to co-operate with others because of their ethnic origin

Dealing with perpetrators

All racist incidents should be dealt with, no matter how trivial they may seem to be. The following general procedures may be followed in dealing with perpetrators:

Procedure

- Report to Headteacher
- Log incident on Racist Incident Report Form
- Place Racist Incident Report Form in Racist Incident File in Headteacher's office
- Headteacher to speak to parent or carer

Support to victim

- A victim or victims of racist behaviour will need immediate attention from a member of staff in order to prevent the danger of shock or long term suffering
- An appropriate member of staff needs to explain the action taken and to express their own concerns and feelings
- In serious cases, the Head Teacher should meet the parents/relations of the victim to explain the action taken and to discuss the matter with them

Dealing with the impact on the school and the community

- Racist graffiti or slogans whether on books or walls should be removed immediately on discovery and any damage repaired
- Racist literature, badges and insignia should be confiscated on discovery and the reason for not allowing them explained
- If the matter is of a serious nature, all the children and staff should meet together to discuss it. Assemblies or circle time may also be used for this purpose.
- Any disruption of matters through rumours should be explained promptly by the teachers

Trent Vale Infant and Nursery School and Beeston Rylands Junior School

- If the incident is of a serious nature, then feedback from parents/carers and responsible members of the community should be obtained in order to assess the impact of the incident.

Monitoring

There is a need to monitor racist incidents in our school in order to:

- Get a full picture of the frequency and nature of racist incidents
- Measure the effectiveness of the methods used by our school in responding to racist incidents
- Give staff a statistical basis for analysis of racist incidents

We need therefore, to keep a record of all racist incidents. Records should be kept in such a way that they give details of the offence, the person/s concerned, action taken and sanctions imposed. Racist incidents may be analysed under the following categories:

- Racist violence and threat
- Racist abuse and insult
- Racist graffiti
- Racist literature

A termly report will be made to Governors via the Headteacher's report to Governors.

OTHER POLICY DOCUMENTS THAT SUPPORT THIS POLICY FOR DEALING WITH RACIST INCIDENTS

- SINGLE EQUALITY POLICY
- EQUAL OPPORTUNITIES POLICY
- PSHCE POLICY
- WHOLE SCHOOL CURRICULUM FRAMEWORK
- CURRICULUM PLANNING POLICY
- MONITORING AND EVALUATION POLICY
- ASSESSMENT AND REPORTING POLICY
- RE POLICY
- COLLECTIVE WORSHIP POLICY