



# The Trent-Rylands Federation



Trent Vale Infant and Nursery School *and* Beeston Rylands Junior School

## POLICY for Dealing with Prejudice Based Incidents

### INTRODUCTION

- **THIS DOCUMENT IS** a statement of the aims, principles and strategies for dealing with prejudice based incidents at the Trent-Rylands Federation
- **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 ANNUALLY**

Date of review	Spring 2021	Spring 2022	Spring 2023
Signed			

### Guidelines for dealing with prejudice based incidents

The following major steps should be taken when dealing with prejudice based behaviour

- Identifying the prejudice based behaviour
- Dealing with the perpetrator
- Supporting the victim
- Dealing with the impact of prejudice based incident in the school and the community

### Identifying prejudice based incidents

- A prejudiced based incident is any incident which is perceived by the victim, or any other person, to be prejudiced towards an individual, due to one or more of their protected characteristics, which are age, disability, faith, gender identity/reassignment, marriage and civil partnership status, pregnancy and maternity status, race, sex or sexual orientation.
- We, as a staff, are aware that any prejudice based behaviour will not be tolerated. In any discussion, an offensive comment cannot go unchallenged

### Categories of prejudice based behaviour

Broadly speaking, there are 7 types of prejudices that are based on dominant factors such as religion, race, gender, age, socioeconomic status, nationality and sexual orientation:

- Racism
- Sexism
- Ageism
- Religious Prejudice
- Classicism
- Homophobia
- Nationalism

### **Dealing with perpetrators**

All prejudice based 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 Prejudice Based Incident Report Form
- Place Prejudice Based Incident Report Form in Prejudice Based Incident File in Headteacher's office
- Headteacher to speak to parent or carer

#### **Support to victim**

- A victim or victims of prejudice based 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**

- Prejudice based graffiti or slogans whether on books or walls should be removed immediately on discovery and any damage repaired
- Prejudice based 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
- 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 prejudice based incidents
- Measure the effectiveness of the methods used by our school in responding to racist incidents
- Give staff a statistical basis for analysis of prejudice based incidents

We need therefore, to keep a record of all prejudice based 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.

Prejudice incidents may be analysed under the following categories:

- violence and threat
- abuse and insult
- graffiti
- 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
- RSHE POLICY
- WHOLE SCHOOL CURRICULUM FRAMEWORK
- CURRICULUM PLANNING POLICY
- MONITORING AND EVALUATION POLICY
- ASSESSMENT AND REPORTING POLICY
- RE POLICY
- COLLECTIVE WORSHIP POLICY