

Harlington Upper School



Dealing With Racist Incidents

Policy No: HUS027

Edition 2: June 2016

Approved By: Full Governing Body

Document Control		
Edition	Issued	Changes from previous
1		New policy
2		Redraft of policy
3		

Policies/Documents referred to in this policy	Postholders/Persons named in this policy
This policy links to other school policies on: Behaviour	Deputy Headteacher. Janet Theodore – Governor

Review Frequency: Annual
Review Date: June 2017

Purpose

The purpose of this policy is to help those working in and with Harlington Upper School to create a learning community characterised by empathy, understanding and harmony across ethnic, national and religious heritages, where diversity is nurtured, valued and celebrated. Having effective policy and practice in place to deal with racist incidents is an important part of this aspiration.

Context

The Equalities Act 2010 makes it unlawful to discriminate directly or indirectly on grounds of colour, race, nationality and ethnic or national origin. The Act applies to all aspects of education and of employment in schools. Racist behaviour, including racist violence or threats, racial harassment and graffiti, may be offences covered by the criminal law.

The Local Authority has endorsed the Macpherson Report's definition of a racist incident, namely that:

"A racist incident is an incident which has been perceived to be racist by the victim or any other person".

The school wholeheartedly supports this definition.

Values and Principles

The following values and principles underpin this policy:

- Commitment to equality of opportunity for all.
- Commitment to the eradication of racism, xenophobia and discrimination on grounds of religion.
- Recognition that every learner should be equipped with the knowledge, skills and achievements which they need for full participation in society.
- Recognition that every learner should be encouraged to develop skills of non-violent conflict resolution.
- Expectation that everyone will contribute to reducing and removing violence and harassment from schools.
- Commitment to fostering attitudes of open-mindedness, empathy, understanding between different ethnic heritages and the concept of global citizenship.
- Commitment to fostering respect for the identities of pupils, students and staff and their experiences, histories and concerns.
- Recognition that all learners are entitled to a multicultural and anti-racist education, irrespective of the presence or absence of learners who are from ethnic minorities.
- Commitment to creating a school and wider community to which all their members feel they belong.
- Recognition that every racist incident, whether or not it arises from racist intent, provides an opportunity for learning.

- Recognition that pupils, parents/carers, employees and the wider community, can all contribute to the achievement of harmonious relationships between people of different nationalities, religions and ethnic heritages.
- Recognition that there must be active monitoring and evaluation of policies and practice.
- Recognition of the need for public accountability in reporting on racist incidents, follow up action and outcomes.

Practices

In order to foster an ethos of empathy, respect and understanding, the Governing Body of Harlington Upper School will ensure that:

- Students, staff, parents/carers and visitors are made aware that racial harassment, bullying, abuse, graffiti and other racist behaviour, in any part of the school and by students on journeys to and from school, will be challenged and will not be tolerated.
- Students are empowered to report racist incidents within a framework that recognises the right of the child or young person to be heard.
- The right of the student to involve an adult external to the school to express her/his perceptions is recognised.
- That all staff, including administrative and support staff are familiar with and able to implement, the procedures for dealing with and recording racist incidents.
- All students are vigilant with regard to behaviour among students and will look out for and respond appropriately to, incidents and reported incidents of bullying and harassment.
- Students and parents/carers are involved in agreeing principles and procedures for dealing with racist incidents, including bullying and harassment and are expected to play their part in dealing with such incidents.
- That recreation areas are safe and encourage and promote positive and co-operative behaviour among students.
- Racial discrimination is eliminated from and racial equality is promoted in employment.
- Policy is determined, regular reports are received on progress on the implementation of policies and procedures and data are provided on all racist incidents.
- A curriculum is promoted which is explicit in challenging racism.

School practices will include the following elements:

- Commitment to taking immediate action where a racist incident takes place
- Provision of appropriate support for the person who has been the subject of a racist incident
- Appropriate intervention with the person who has initiated the incident
- Making clear where a racist incident has occurred, that this is unacceptable
- Encouraging students and staff to explore their own perceptions in the light of the values and principles set out above
- Being careful when dealing with racist incidents that involve retaliation, to ensure that appropriate action is taken both with the person who has initiated the incident and the person who has retaliated in response to it
- Discussing racist incidents with parents/carers and encouraging them to reinforce the school's anti-racist practices at home
- Providing regular training on the school's racial equality and racial harassment policies and procedures
- Identifying, sharing and promoting good practice
- Identifying a named senior member of staff (Deputy Headteacher) to oversee the recording and monitoring of racist incidents
- Identifying a Governor (Janet Theodore) to oversee the implementation of policy

Racist incidents can cover a range of occurrences, from violence with a racist motivation to use of language which causes offence but arises from ignorance or thoughtlessness rather than from any overtly racist motivation. However, a student's life chances can be undermined by behaviour which is racist in nature, even if there is no racist intent. Consequently all racist incidents should be logged. The incident of racist incidents will be monitored and analysed by the Deputy Headteacher.

With some racist incidents, it may not be necessary to proceed to investigation. Nevertheless, the nature of and the resolution to, the racist incident should be recorded (see below).

Other racist incidents will require investigation and where necessary, further action in accordance with the school's Behaviour Policy.

The person responsible for the incident should be provided with the opportunity to learn from it. In some instances, for example where racist behaviour arises out of ignorance, then counselling from a member of staff might be appropriate (e.g. a teacher taking a pupil aside to discuss what has happened and the harm that might have resulted).

It may also be appropriate to involve the parents/carers, both of the person responsible for the incident and of the person subject to the incident. The person who has been the subject of a racist incident needs to be appropriately supported.

In some circumstances it may be necessary to refer a racist incident to the Police. This will normally only be necessary where there is violence leading to physical harm and/or intimidation. The advice of the Police School Liaison Officer may be sought.

Recording Racist Incidents

All racist incidents, as determined by the definition above, will be recorded on SIMS, and in the Racist Incident Log. These will be reported to the Governors on a regular basis.