

Racist Incident Policy



RHODES AVENUE PRIMARY SCHOOL

Approved by: EDI committee

Date: Spring 2024

**Last reviewed
on:**

**Next review
due by:** Spring 2027

Introduction and Key Principles

As a school, we have no tolerance for racism. We pride ourselves in actively standing up to racism and empowering all members of our community to speak up and support all. We celebrate individuality and diversity through a broad and rich curriculum. We strive to increase the extent to which all pupils (in particular those who share relevant protected characteristics that are different from the needs of others who do not share them) feel valued and confident, and as a consequence more likely to achieve their potential.

We welcome our duties to promote community cohesion (under the Education and Inspections Act 2006), to eliminate unlawful discrimination and advance equality. Every school has a statutory duty to promote race equality. This arises from the Race Relations Act 1976, Race Relations (Amendment) Act 2000, Education and Inspections Act 2006 and the Equality Act 2010. The Equality Act 2010 requires us to publish information that demonstrates that we have due regard for the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
- Ensure equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

The policy aims to ensure that:

- Governors, teaching and support staff, pupils and parents/carers have an understanding of what a racist incident is
- Governors, teaching and support staff, pupils and parents/carers know what the school policy is on tackling and preventing racism and how the school will deal with it if it occurs
- Parents and carers know what the school policy is on racism, and what they should do if a racist event occurs, what they can expect of the school in dealing with racism and what the school is doing to prevent racist incidents
- Children are able to identify a racist incident and are aware of the process of reporting incidents
- To provide a clear definition of a racist incident
- Preventing and tackling racism is part of the school's approach to promoting a respectful and safe learning environment for all
- Our curriculum reflects a culturally diverse and inclusive provision
- Existing school policies address inappropriate behaviour around racism and other discriminatory practices.
- Racist incidents are recorded and reported

Links to other relevant policies

Our commitment to tackling racial incidents in schools is central to our ethos and ongoing effort to discourage discriminatory behaviour and promote inclusive learning. We endeavor to have up to date practices and policies and commit to taking positive action when identifying trends or patterns that arise out of monitoring. This policy should be read in conjunction with the following policies:

- Teaching and Learning
- Behaviour for Learning
- Foundation Subjects
- RSHE
- Exclusion of Pupils
- Safeguarding
- Anti-Bullying Policy
- Commitment to Equalities Objectives
- Equity, Diversity and Inclusion

Roles and responsibilities

The Headteacher will:

- Have overall responsibility to ensure the effective implementation of the school's Racist Incident Policy strategy
- Ensure that the policy is implemented and reviewed regularly
- Provide a half termly report of incidents of racism to the EDI committee
- Monitor bullying and harassment of pupils in terms of difference and diversity (i.e. different groups) and take action if there is a cause for concern
- Provide a report on the effectiveness of the Anti-Racist policy half termly to the EDI committee
- Ensure the policy is regularly publicised to the whole school community and the message that racism is not accepted is reinforced through whole school activities and information
- Ensure that all staff receive regular and sufficient training to be equipped to identify and deal with racist incidents
- Regularly review the policy in the light of any incident
 - Include regular updates to staff through the annual safeguarding training
 - Include information in the newsletter/on the website about what the school is doing to prevent and tackle racism

The Governing Body will:

- Support the Headteacher in all attempts to eliminate racism from our school as part of their safeguarding responsibility
- Require the Headteacher to keep accurate records of all incidents of racism and report on them to the governing body on a half termly basis
- Require the Headteacher to report annually to the governors about the effectiveness of school strategies
- Require the Headteacher to review and keep the Anti-Racism policy up to date
- Notify the Headteacher of any request from a parent/carer to investigate incidents of racism
 - Ensure EDI committee has anti-racism on its agenda at all times

SLT will:

- Act quickly in response to an incident
- Identify needs of all pupils involved
- Support the child who has been subject to potential racism
- Take statements from all the pupils involved, including any bystanders
- Communicate with the person(s) responsible and the person(s) affected parents and keep them updated throughout the investigation
- Issue sanctions and conduct restorative justice meetings in order to prevent further incidents.
- Discuss the incident with relevant staff to identify any further support needed for the pupils involved- both the person(s) responsible and the person(s) affected
- Monitor the situation to ensure the racism has stopped
- Gather feedback from those involved about how the incident was dealt with.
- Support staff to effectively handle incidents

All members of staff will:

- Record and report all incidents of racism quickly to a member of the Headship team
- Listen to the concerns of pupils
- Be vigilant around the school
- Model healthy and respectful relationships
- Promote equality and deal effectively with any discriminatory behaviours

We recognise that racism can include:

- Threatened or actual physical assault
- Verbal abuse
- Writing or expressing provocative slogans or catch phrases
- Racist graffiti (on school furniture, walls or books)
- Distributing racist literature – including internet links
- Wearing of badges or symbols belonging to known racist organisations
- Name calling
- Teasing in relation to language, religion or cultural background/practices
- Expressions of prejudice calculated to offend or to influence the behaviour of others
- Intimidation
- Isolation and spreading of rumours
- Inappropriate and hurtful humour
- Inciting racism in others
- Racist name-calling or racist joke-making
- Refusal to cooperate with other people because of their ethnic origin
- Assumptions about people based on their culture, nationality, ethnicity
- Portraying other cultures or nationalities as impoverished or inferior

N.B. This list is not exhaustive

Our approach to preventing racism within our school involves direct teaching about racism and its effects, celebrating difference and diversity and promoting equality, inclusiveness and positive behaviour. We do this through:

- Whole school ethos and environment
- Whole school activities
- Curriculum
- Training and support for staff
- Involving pupils
- Partnerships with parents, carers and communities

Whole school ethos and environment

- Displays around the school are diverse
- All staff promote anti-racism
- We celebrate similarities and differences
- Library which provides a range of books with stories from different cultures and reflecting a range of cultural backgrounds and identities
- Reading corners in classrooms provide a range of diverse books

Whole school activities

- Celebrating different festivals in assemblies
- Assemblies delivered by a diverse representation
- Restorative approaches for dealing with conflict
- Support and promote national campaigns including Black History Month, Anti Bullying Week, E-safety week

Curriculum

- Diverse curriculum
- Use of role models/inspirational people within the curriculum
- We have a specific focus on the role of bystanders and allyship and teach children that if they witness racism they should report it to a teacher or trusted adult
- We teach about equality and actively challenge racist stereotypes and promote equality through displays, stories and images
- Inclusion and Diversity themes which run throughout the curriculum

Training and support for staff

- INSET day time dedicated to Anti-Racism training
- Involvement in policy creation
- Staff meetings
- Advice and guidance available from SLT

Involving Pupils

- Curriculum that involves a wide range of people from different backgrounds
- Ourselves and Others discussions
- Big Questions
- Language groups

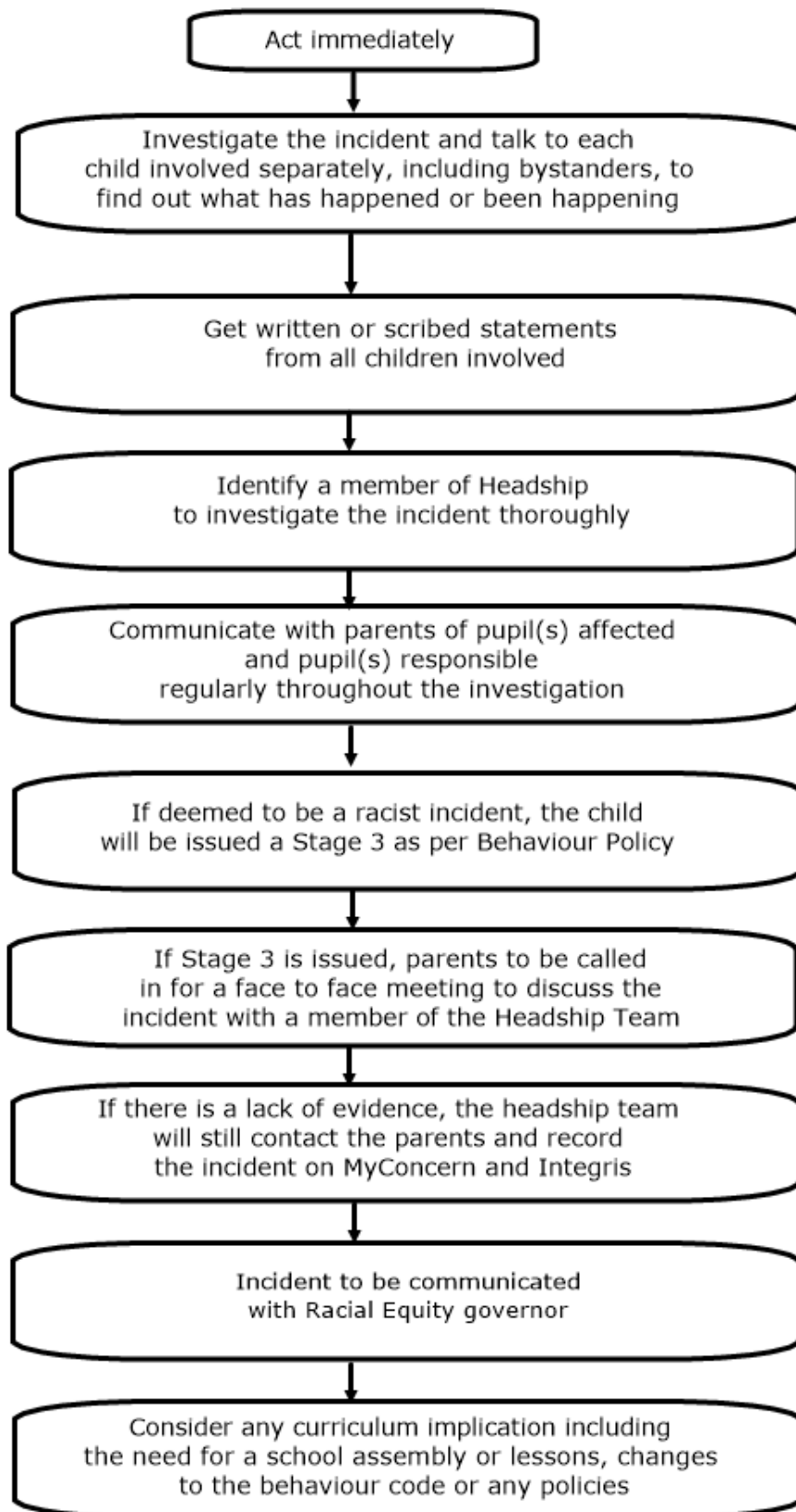
Partnerships with parents, carers and communities

- Training sessions on how to talk to children about race and racism
- Headteacher's newsletter
- Parent led sessions

Recording and Reporting

What will we do if a racist incident is reported?

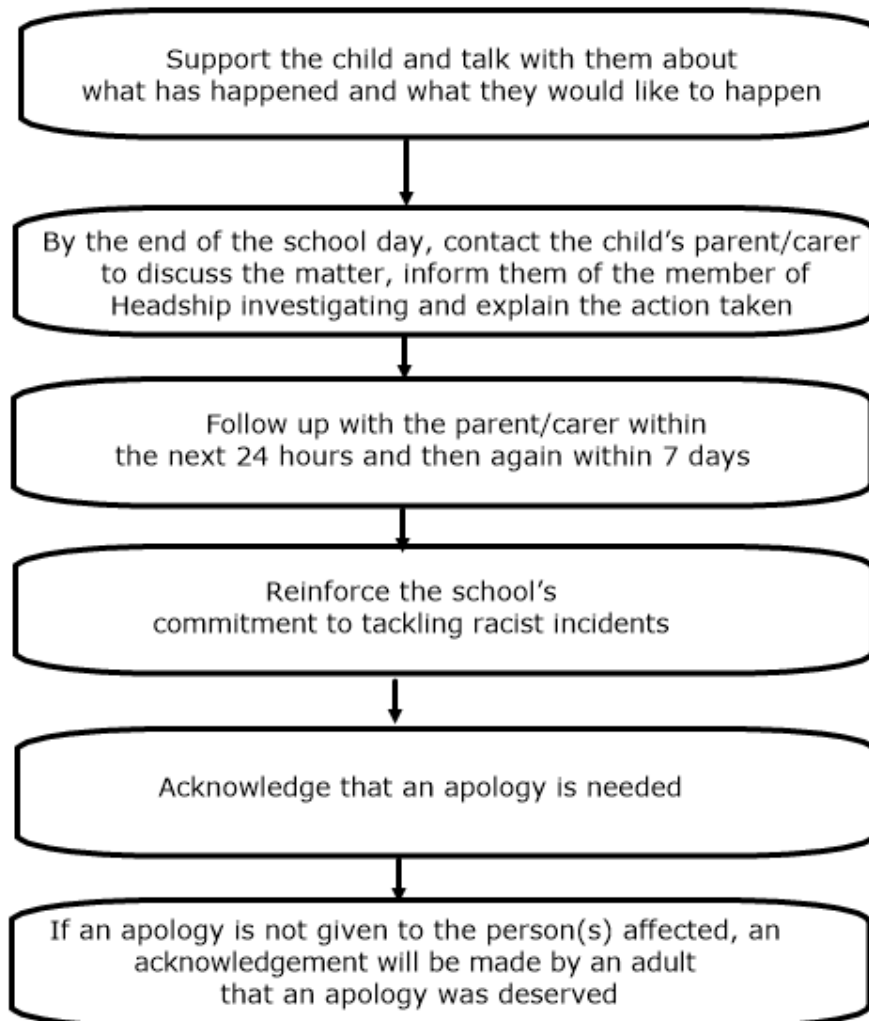
In all cases, we must:



N.B. This suggested framework is dependent on the context, timing and nature of the incident and therefore may vary

How will we support the person(s) affected?

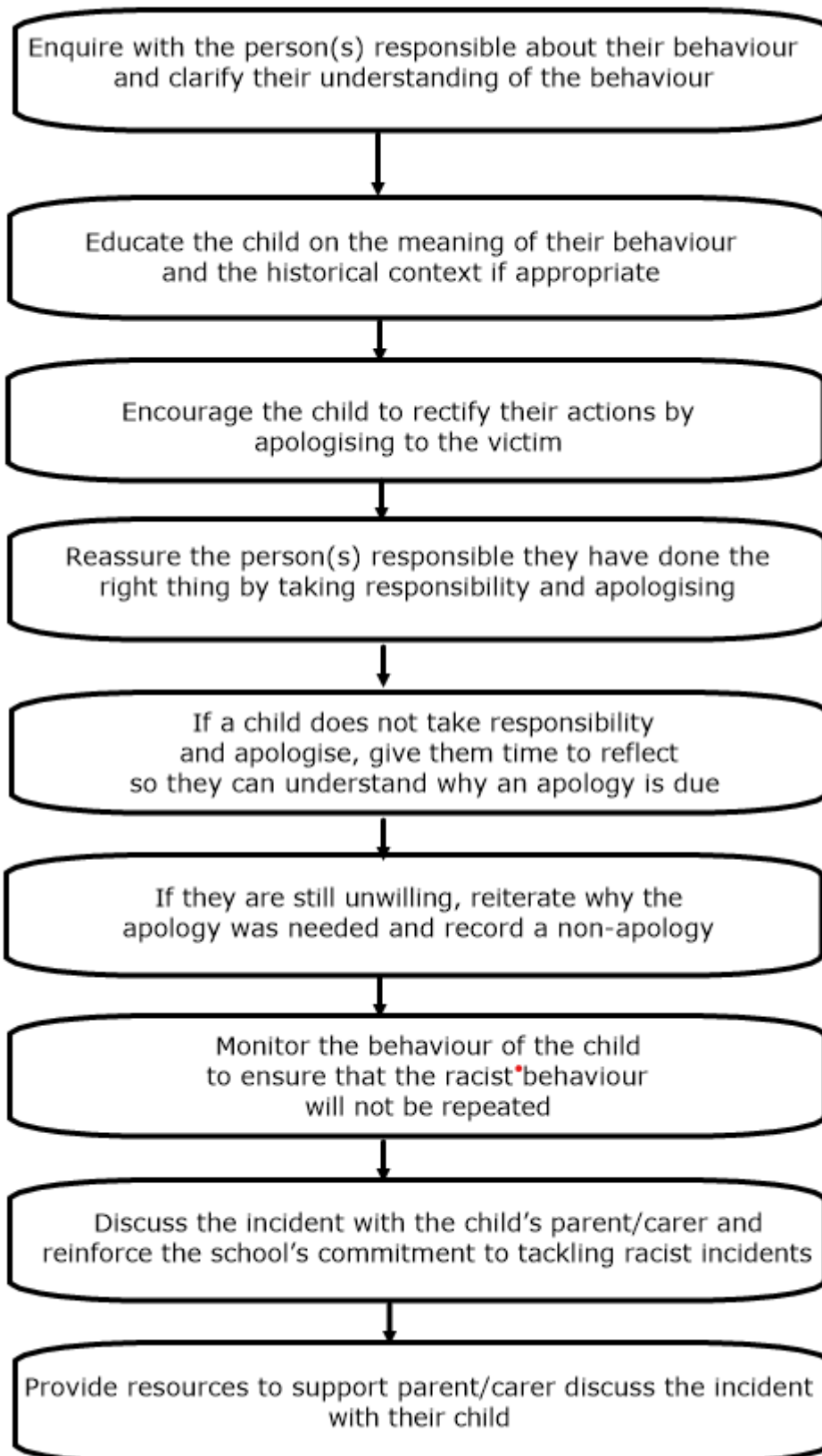
In all cases, we must,



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How will we support the person(s) responsible?

In all cases, we must:



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Other considerations:

- Consider if there is a child protection issue in this case
- Consider seeking advice from the Local Authority Officer if necessary
- Keep the situation under regular review to ensure that harassment, abuse or victimisation has stopped and that the person(s) affected feels safe
- If incident involves a member of staff, please refer to Complaints Policy

N.B. Please refer to Appendix A for a support when carrying out the investigation

Sanctions

Receiving a Stage 3 for racist behaviour will be dealt with on a case by case basis and sanctions given will be at the discretion of the Headship Team. Examples of possible sanctions are listed below:

- Exclusion from playtimes and lunchtimes for an agreed fixed period
- Exclusion from a sports event
- Exclusion from a school trip
- Exclusion from the classroom for agreed fixed period
- Fixed term exclusion
- Permanent exclusion

N.B This is not an exhaustive list

Key contacts

Racial Equity Governor
Head teacher
Designated Safeguarding Lead
PSHE/RSHE lead
Curriculum lead
Behaviour lead

Sharing the policy

A full copy of this policy is freely available to parents and carers on request and a copy is on the school website.

Support for pupils and parents

Advice to parents

<https://www.nspcc.org.uk/keeping-children-safe/support-for-parents/children-race-racism-racial-bullying/>

Advice to pupils

- If you are a person(s) affected of racism (whether in or outside of school), it is very important to tell somebody you trust. You can tell a member of staff or anyone you want to talk to.
- If you cannot tell anyone at school, you can tell your parents who will tell us.
- You can also email, text and have an online chat with a counsellor at Childline. Their website is: <https://www.childline.org.uk/>

Advice to bystanders

Do not ignore or support racist behaviour if you see it happening to someone else. If you do see someone being treated in a racist way please:

- Do not join in even if you feel pressured to do so.
- Tell a member of staff what you have seen.
 - Tell your parents or carers or someone else you trust.

Please see our website for further resources to support you

<https://rhodesavenue.school/parents/talking-to-your-child-about-race-and-racism/>

Appendix A

Support framework for staff addressing racist behaviour

When addressing racist behaviour, it is important to:

- Enquire
- Educate
- Rectify
- Reassure

Suggested framework of questions and statements that can be used when talking to the child:

Enquire

- Where did you hear that word?
- Can you explain what happened?
- Where have you seen that action?
- Can tell me about what happened today?

Educate

- You might not have known this but that behaviour is really hurtful and we shouldn't use it
- It's been used by people to hurt others and tell them they are not deserving of kindness
- Even if you were joking or didn't mean to hurt anyone or someone told you it's fine to say it, we can still make a lot of people feel bad, scared and unsafe.
- Does that sound like something you would like to be a part of?
- Everybody deserves to feel happy and safe in their own skin
- The words that we say can help with making people feel safe and happy

Rectify

- We would like you to apologise to the child
- It is important to make a genuine apology
- You'll need to say sorry to them
- Would you like to write something down then run it by me first?

Reassure

- Well done for being honest and taking responsibility
- Thank you for telling me this and thank you for telling the truth