



Racist Incident policy 2023

Review date: April 2024

Introduction

At Coleridge Primary School we are committed to working with children, staff, governors and parents/carers to create a school community where racism is not accepted. We celebrate inclusivity and embrace diversity.

All members of the school community (staff, children, parents and visitors) have a right not to experience racism at school, whether or not this is directed at them. We have a caring atmosphere based on a sense of community and shared values.

Coleridge Primary School values all children and seeks to ensure that they learn that challenging hurtful behaviour and discrimination is an important part of our inclusive ethos and is central to our role in promoting British values to prepare children for life in modern British society.

Racism is evident in wider society and therefore inevitably will occasionally occur within schools. At Coleridge Primary School we work actively:

- to develop a climate which is intolerant to racism
- to ensure an atmosphere in which all pupils feel valued and listened to and have confidence that their concerns will be addressed

Children are taught about racism, that it is unacceptable and that it diminishes us all. As a school we recognise, value and celebrate our diversity by ensuring that:

- all children have an equal and strong sense of belonging within our diverse school community
- there are few racist incidents and these are dealt with effectively
- children mix and get on well with each other

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 2006.

A key legal duty is to record and monitor all racist incidents and ensure appropriate action is taken following each recorded incident.

This policy runs alongside the Equality and Diversity policy, anti-bullying and behaviour policies.

What is a racist incident?

Schools are required to use the following definition for recording and responding to racist incidents:

‘any incident which is perceived to be racist by the victim or any other person’

The Home Office Code of Practice explains that ‘the purpose of the definition ... is to ensure that investigations take full account of the possibility of a racist dimension to the incident and that statistics of such incidents are collected on a uniform basis’.

In recording incidents under this definition, it is not the intention to label individuals as racist. Records of incidents are held centrally using My Concern (School's safeguarding monitoring system).

By recording all incidents, the school is able to:

- demonstrate that they have dealt satisfactorily with incidents
- monitor long term trends and patterns of behaviour
- take preventative action against racism which may come into the school from society in general
- provide educational responses to any behaviour that is of concern

Any incident which is perceived by anyone to be racist will be investigated, recorded and monitored as such.

In investigating any incident as defined above the school will be seeking to establish whether any behaviour, language or expression has occurred which has caused harm or offence in relation to colour, culture, group or religion.

In some incidents it may be found that the motivation was to cause harm or offence, in others it may have been unintentional, both would still be recorded. Intentionally racist behaviour will be dealt with differently to unintentional incidents. For example, younger children may unwittingly use offensive language which they do not understand and did not intend.

Importantly, wherever offence is caused it needs to be understood and resolved, and where it concerns elements related to colour, culture, or religion it will be recorded as a racist incident.

It should be noted that under the prescribed definition racist incidents can occur without a victim or target being present, for example telling a racist joke or making derogatory remarks about a particular ethnic community. Such incidents will also be recorded and resolved.

Racist incidents may include:

- Threatened or actual physical assault
- Verbal abuse
- Racist graffiti (on school furniture, walls or books)
- Distributing racist literature – including internet links
- Wearing of badges or symbols belonging to known racist organisation
- Name calling
- Teasing in relation to language, religion or cultural background
- Expressions of prejudice calculated to offend or to influence the behaviour of others
- Intimidation
- Isolation and spreading of rumours
- Inappropriate and hurtful humour

N.B. This list is not exhaustive

Prevention

Our curriculum is designed to foster an ethos of empathy, respect and understanding and to challenge racism.

Activities in school will include:

- Reading and sharing stories relating to difference
- Using topics/stories which reflect our diverse community
- Assemblies

- Teaching sessions designed to give children confidence in reporting racist incidents
- PSHE sessions focussed on difference
- Displays reflecting the diversity of the school community
- Using resources / curriculum content that reflect our diverse community
- Inviting visitors such as experts, community representatives and parents in to school as role models
- Regular communication with parents to encourage understanding of the school's values

Roles and responsibilities

The Senior Leadership Team are responsible for investigating incidents where this is required, for overseeing the application of the policy across the school, for monitoring the effectiveness of the policy and for reporting to governors. A report including a nil report will be made at our termly full governing body meetings.

All staff are involved in dealing with racist incidents and maintaining good race relations.

Staff will:

- immediately address any child's negative, stereotyped or racist response to difference related to culture, colour or ethnicity
- provide support to any child who has experienced offence from another person
- refer language or behaviour that has been hurtful to the head teacher for further investigation and resolution
- provide an educational response so that children develop the knowledge and skills necessary for living in a multi-ethnic, multi-cultural and multi-faith society
- will be vigilant at all times and open to children's concerns about experiences of racism, being ready to listen and to take reports seriously.

Distressed children will be supported and all incidents reported on to the appropriate member of staff.

Expectations of children

All children, as appropriate to their age and understanding, have a responsibility for promoting a harmonious school community and challenging and/or reporting racist and other hurtful behaviours.

It is understood however that it may be difficult for children who are the targets of racism to report it.

Expectations of parents

We always take parents' concerns seriously.

When problems arise in school we will seek the support of all parents in ensuring their children understand where and why offence has been caused and what change might be necessary to adhere to the school's policies.

Responding to incidents

1. In responding to incidents that may occur the school will:

- provide appropriate support to the children
- deal with any unacceptable behaviour
- re-establish good race relations

2. Support will be given to anyone who has experienced offence. It will be made explicit that their concerns will be listened to.
3. An investigation will look into the details of what has occurred.
4. The cause of offence will be clearly identified and an educational response provided where appropriate.
5. Where offence was intentional children will be subject to disciplinary procedures as detailed in the Behaviour Policy.
6. Where offence was unintentional children will need to understand how offence was caused and be supported to make any changes necessary in their behaviour.
7. Both sets of parents and carers will be informed and kept in the loop of any ongoing investigations.

The highest priority will be placed by the school on resolving any breakdown in relationships and ensuring that children can move on positively from the experience.

Restorative approaches will be at the centre of our response to any incidents.

- Children who have experienced racism and their parents will be kept informed throughout the investigation and resolution of the incident.

Monitoring and Evaluation

- Where racist incidents have occurred, each will be reviewed by the SLT, and learning/outcomes shared with staff, parents and children as appropriate.
- The Headteacher will report racist incidents to the governing board and will be included in the Headteacher's Part 2 report.

Performance indicators for preventing and dealing with racist incidents

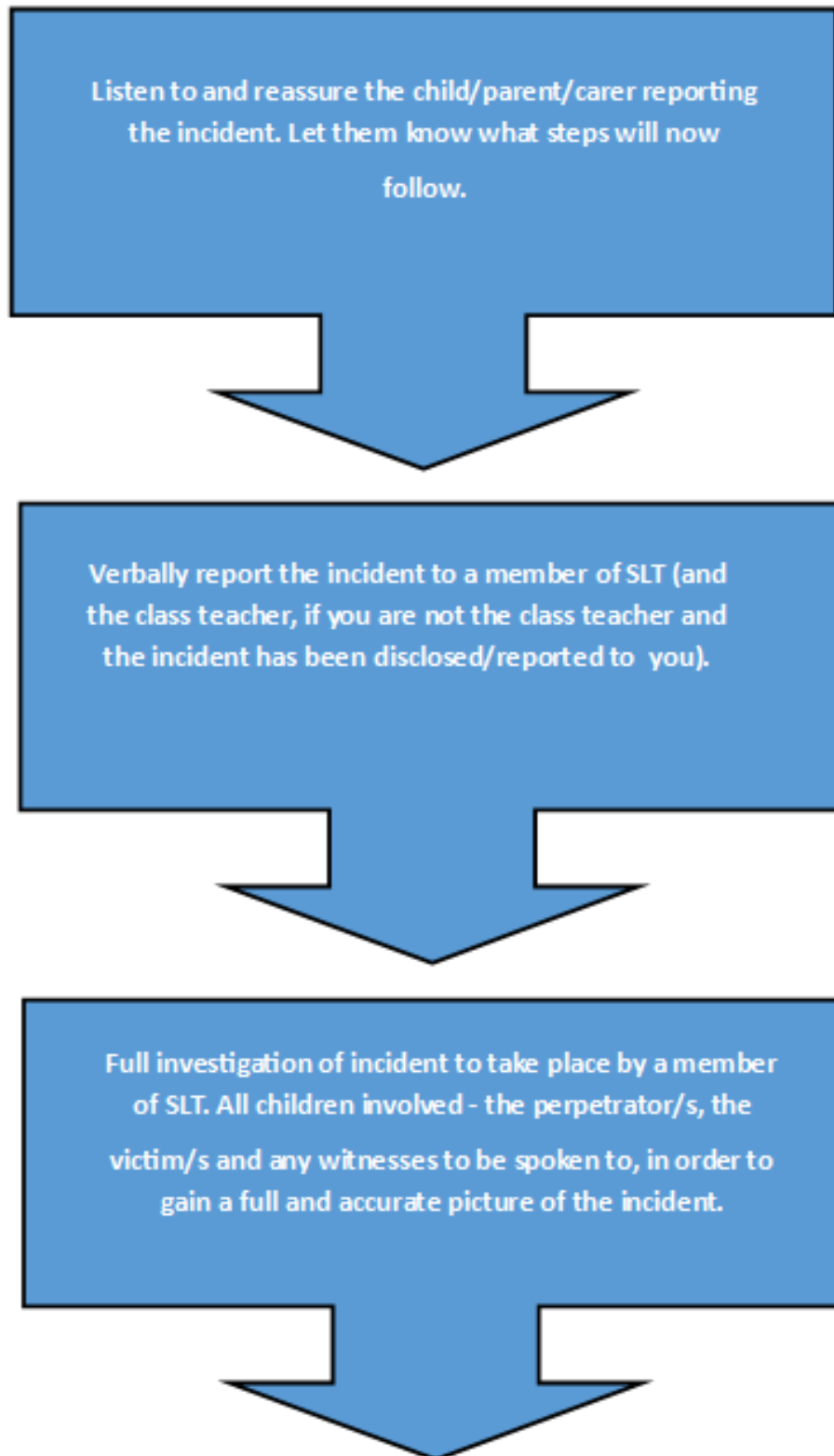
In reviewing the effectiveness of this policy staff and governors will consider:

- the feelings of victims (and their parents) on the satisfaction of the support received and the resolution of incidents
- the continued good progress and self-esteem of those who have been offended
- the continued good progress and self-esteem of those who have caused offence
- the willingness of children (and parents) to draw their concerns to the attention of staff
- the consistency of response and confidence of all staff in following school policy
- whether good race relations are being maintained in the school community
- underlying causes for any rise in numbers of incidents, whether these were preventable and if further action or change in policy and practice is now necessary

Where review indicates that change is needed, policy and practice will be amended as part of the school development process.

Appendix 1 – Flowchart - Responding to Racist Incidents

RESPONDING TO RACIST INCIDENTS



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SLT agree consequences and actions, both short term and long term and share these with relevant staff.


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graph TD; A[SLT agree consequences and actions, both short term and long term and share these with relevant staff.] --> B[Record details of incident and actions taken on My Concern on the safeguarding profiles of both perpetrator/s and victim/s.]; B --> C[SLT let parents of perpetrator/s and victim/s know about the incident and outcomes before the end of the school day.];
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Record details of incident and actions taken on My Concern on the safeguarding profiles of both perpetrator/s and victim/s.

SLT let parents of perpetrator/s and victim/s know about the incident and outcomes before the end of the school day.

RESPONDING TO RACIST INCIDENTS

Safeguarding and Well Being teams will discuss all racist incidents reported and action follow up support for victim/s and their families.



Safeguarding and Well Being teams will agree what further work will be done in the class/year group where the incident took place on educating and raising awareness and understanding around racism. This will take place with permission of victim and victim's parent/carer.