

Peover Superior Endowed Primary School



Racial Incident Procedure

Prepared by:	Adopted by Board of Directors/LGB	Signed	Renewal Date (3 year cycle)
		----- Chair of Board of Directors	

Aims

Within Peover Superior Endowed Primary School we want:

- All children and learners to feel safe to learn, play or be with others free from racial harassment or prejudice;
- All children, learners, parents and carers to be treated fairly with respect and dignity.

Principles

We define racist behaviour or harassment as any unpleasant or bad behaviour against others because of their skin colour, religion, language, accent or cultural background.

Different types of harassment or behaviour might include:

- Physical: hitting, kicking, spitting, taking or damaging belongings, and threats of violence.
- Verbal or visual: name calling, insults, teasing, making fun or jokes about (including graffiti, leaflets, magazines, comics, books and badges).
- Indirect: excluding (leaving out on purpose), humiliating, spreading nasty rumours, laughing at.

Such behaviour can severely affect a child's ability to learn effectively and the effect of harassment can remain with a person throughout their life.

Making a Judgement

Judging whether racism is intentional is difficult in all circumstances. Some children can be racist without knowing what racism means.

Often the most important indication of racist behaviour is whether the victim (or their family, particularly for young children) themselves believe that they have been subjected to racial harassment.

We want children to tell us if they have a problem with racist behaviour and know that what they say will be taken seriously.

We will try to make sure that those who deal with the problem understand and take care in handling the issues.

Sanctions

If a child acts in an anti-racist manner or racially harasses someone, disciplinary could include:

- a) *explaining why their actions are wrong and warning them not to do it again;*
- b) *loss of school time on a Friday;*
- c) *parents/carers being notified by a telephone call in the first instance;*
- d) *if it is very serious, or the child has repeated the behaviour after being warned, a letter will be sent to their parents/carers and they will be invited in to discuss the racist behaviour with the Principal;*
- e) *in very serious cases the child will be excluded immediately, the parents will be informed and the police may be contacted;*

The appropriate sanction will relate to the severity of the incident.

Reporting an Incident

Incidents in which children are involved

If a child is a recipient of racial harassment on Academy premises, or outside of the Academy (if this is deemed to be a relevant and important issue), from another pupil, he or she should report this to the Class Teacher.

The incident will be reported to the Principal, recorded in the Racial Incident Log (located in the Principal's office), and the information passed on to Aspire Educational Trust.

Incidents in which an adult is involved

If a pupil is a recipient of racial harassment on the Academy premises, from an adult or a member of staff, he or she should report this to the Class Teacher or to the Principal if the Class Teacher is involved.

If the complaint is against a Parent/Carer for racial harassment on the Academy premises the incident should be reported by the victim to the Principal.

If a staff member is a recipient of racial harassment on Academy premises from a pupil, other member of staff or adult, then he or she should report it to the Principal.

If the Principal is implicated the complaint should be reported to the Chair of Governors.

The incident will be reported to the Principal, recorded in the Racial Incident Log (located in the Principal's), and the information passed on to the local authority.

Incidents in which a Governor is involved

If a Governor is a recipient of racial harassment on Academy premises from a pupil, member of staff or other member of the Governing Body, then he or she should report this to the Principal. If the complaint is against a Governor then the incident should be reported to the Principal.

Incidents which involve outside contractors

The incident should be reported by the Principal to the individual's line manager or supervisor, with a clear expectation of an investigation and report back. This may include a subsequent meeting with all those involved.