



WOLGARSTON HIGH SCHOOL
Staffordshire



Racial Harassment

A Statement of Policy

Date adopted by Governing Body:

December 2005

Date of last Review: Oct 2011

Frequency of Review:

Annual

Next Review: **Oct 2012**

Author:

Revised by Mr D Clark

Readability Score:

21-22 Years

Signature of Headteacher:

Signature of Chair of Governors:

Statement

This policy carefully follows the *Guidelines For Schools on Racial Harassment* document produced by Staffordshire County Council.

Aim

At Wolgarston, we aim to create an inclusive and cohesive culture, within a safe and secure school environment, by working to prevent instances in which students are subjected to racial harassment in any form.

We always aim to deal effectively and efficiently with any instances of Racial Harassment which may arise.

Definition of Racist Behaviour

A racist incident is one where an offence has been perpetrated for racist reasons or one where the victim or anyone else perceives that the incident has racist overtones. The incident may have occurred either accidentally or deliberately, either covertly or overtly.

Examples of racist incidents:

- Inappropriate forms of address
- Ridicule of an individual's differences
- Condoning or colluding with racist actions or comments by others
- Derogatory name calling
- Racist jokes and comments
- Refusal to cooperate with other people because of their ethnic origin
- Racist comments
- Racist graffiti
- Provocative behaviour such as wearing racist badges or insignia
- Differential treatment
- Bringing racist material into school
- Incitement to others to behave in a racist way
- Attempts to recruit other students to racist organisations
- Damage caused to a person's property which is racially motivated
- Verbal abuse and threats
- Racially motivated physical assault

Dealing with racist incidents

Our Assistant Headteacher responsible for safeguarding is responsible for recording and monitoring incidents. If you consider that a racist incident has occurred, This Assistant Headteacher must be informed immediately.

Checklist for staff

- Never ignore a racist incident
- Act immediately
- Challenge the racist behaviour, and explain its offensive and illegal nature
- Give sensitive support to the victim
- Determine how much the perpetrator understands about his or her own behaviour
- Inform Assistant Headteacher responsible

Action by Assistant Headteacher

- Thorough investigation of the incident
- Give sensitive support to the victim
- Advise and counsel the perpetrator and then ensure that pastoral support is maintained by an appropriate person for them
- Consider and take appropriate action
- Contact both sets of parents, if appropriate. Explain the action the school took and relate this action to our policy
- Keep the Headteacher fully informed
- Inform the Local Authority designated officer

Parental complaints

If a parent contacts the school with a complaint about a racist incident, it must be directed to the responsible Assistant Headteacher.

Racial Harassment Towards a Member of Staff

Where the victim of a racist incident is a member of staff, this must be reported to the Headteacher, who has responsibility for instigating an investigation.

Racist Behaviour Perpetrated by Members of Staff

The school will not tolerate racist behaviour by staff. If a formal complaint is made against a member of staff and investigation reveals a breach of the policy and standards set down by Staffordshire County Council in its Anti-harassment Policy, then the Council's disciplinary procedures will be used.

Recording and monitoring

Every incident should be recorded, however minor. Such records should be simple, concise, and include:

- A brief description of the incident;
- The school's response.

Parents should be contacted and informed of the school's and the Local Authority's procedures for dealing with racist incidents. All incidents must be reported to the Local Authority as a discriminatory incident. In addition, the school is required to complete an annual return of all reported incidents at the end of each school year.

Complaints

In the case of a student, member of staff or parent who is not satisfied with the steps taken by the school, they should be informed of their right to make a formal complaint to the Director of Education.

Commitment

As a school, we are committed to making continuous improvement in all aspects of school life. This statement of policy is dynamic in that it is subject to monitoring, evaluation and modification. It will be reviewed on an annual basis.

Responsibilities

Ultimate responsibility for this policy's introduction and implementation lies with the Headteacher in consultation with the Governing Body. It is important to recognise that all staff, students and parents have an active part to play in the evolution, development and maintenance of this policy.
