



## RACIAL HARASSMENT

### A Statement of Policy

#### Statement

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

All staff, teaching and support, have a role and responsibility to implement this policy.

#### 1. 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

#### 2. Dealing with racist incidents

**Jim Rodger** is responsible for recording and monitoring incidents. If you consider that a racist incident has occurred, Jim must be informed immediately.

##### 2.1 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 Jim Rodger

## 2. Dealing with racist incidents (Cont'd)

### 2.2 Action by Jim Rodger

- 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 Headteacher fully informed
- Inform the Local Authority designated officer
- Inform the Chair of Governors

### 2.3 Parental complaints

If a parent contacts the school with a complaint about a racist incident, it must be directed to Jim Rodger.

## 3. Racial Harassment Towards a Member of Staff

Where the victim of a racist incident is a member of staff, the incident must be reported to Jim Rodger, who has responsibility for investigating such incidents. See 2.2 for details of action to be taken.

## 4. 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.

## 5. Increased Responsibilities under the 1988 Education Reform Act

All our education provision must fulfil legal requirements including:

- Admissions policy
- Implementation of the National Curriculum
- Exclusions
- Employment
- Resource Allocation

Jim Rodger is responsible for monitoring our compliance with these requirements.

## 6. 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.

## 7. 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.

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Date adopted by Governing Body: December 2005

Frequency of Review: Annual Next Review: Dec 2008

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Location: Document3

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