

The Gordon Children's Academy



PART OF THE THINKING SCHOOLS ACADEMY TRUST



Community – Responsibility– Aspiration - Achievement

DEALING WITH RACIST INCIDENTS

Inception date: June 2018

Review Date: June 2020

**THE GORDON CHILDREN'S ACADEMY CHILDREN'S ACADEMY
Dealing with Racist incidents Policy**

Introduction

The Gordon Children's Academy Children's Academy School has a key role to play in eradicating racism and valuing diversity. The government's acceptance of the recommendations of the Lawrence Inquiry Report, published in 1999, reinforces this responsibility for all schools, including those with few or no ethnic minority pupils.

The government has accepted the Lawrence Inquiry's recommendations that:

All schools should adopt a specific strategy to prevent racist incidents;

All teachers should be trained to deal with racist incidents;

All racist incidents should be monitored and reported to parents, governors and the LEA.

School Procedures

This policy makes clear that racial harassment will not be tolerated and explains how staff and pupils will be dealt with.

The policies and procedures ensure that:

- racist behaviour is clearly identified as such;
- preventative action is taken to reduce the likelihood of racist incidents occurring;
- the victims of racist incidents are supported;
- perpetrators are dealt with effectively;
- the frequency and nature of racist incidents are monitored within school;
- there is regular reporting of racist incidents to the Governing Body;
- there is regular reporting of racist incidents to the LEA.

Further details on each of these areas are provided below.

Identifying Racist Behaviour

The Gordon Children's Academy Children's Academy has adopted the definition recommended by the Stephen Lawrence Inquiry:

A racist incident is any incident which is perceived as racist by the victim or any other person

This removes any doubt or ambiguity over whether an incident should be recorded as racist. Racist behaviour could involve any of the following activities:

- a. verbal abuse and threats;
- b. racist graffiti;
- c. provocative behaviour such as wearing racist badges or insignia;
- d. racist comments in the course of discussions;
- e. ridicule of an individual's cultural differences, eg, food, music, dress, language, telling of racist jokes, etc; bringing racist materials such as leaflets, comics or magazines into the institution;
- f. attempts to recruit other pupils and students into racist organisations;
- g. physical assault which is racially motivated;
- h. damage caused to a person's property which is racially motivated;
- i. incitement of others to behave in a racist way;
- j. refusal to co-operate with other pupils because of their race.

Failure to take action, even when an incident appears to be of a minor nature would be seen as condoning racism and may lead to more serious incidents in future. The response will be proportionate to the incident and suggested action as included in Appendix A.

Prevention of racism

Through The Gordon Children's Academy Children's Academy policies and practices we take account of the potential for promoting racial tolerance and defusing any underlying racial tensions within the school. The school closely examines the curriculum itself, including, in particular, citizenship. The school's arrangements for personal, social, health and emotional development, and for pastoral care, discipline and supervision are also examined.

The designated named person with overall responsibility for dealing with racist incidents is Miss Sarah Edwards (Headteacher) or Mr Paul Sharpe/ Mrs Susan High (Deputy Headteacher's)

We create an ethos where:

- the contribution of all pupils is valued;
- all pupils can feel secure and are able to contribute appropriately;
- stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability;
- pupils learn to take responsibility for their actions and behaviour both in school and in the wider community;
- all forms of bullying and harassment, including racial harassment, are challenged.

Supporting Victims

Staff are aware of the importance attached to supporting victims, and that prior to an investigation all allegations are taken seriously. Racial harassment is intimidatory and its victims can feel isolated and disabled in taking action.

It is clear that much under-reporting of incidents relates to victims' perceptions of the likely response to a complaint. This, they often believe, will be:

- a lack of belief;
- accusations of being troublemakers or having a chip on their shoulder;
- ostracism by colleagues or fellow pupils;
- assumptions about a lack of a sense of humour;
- a belief that the harassment was in some way provoked or invited.

Therefore, any person investigating an incident is well aware of these common perceptions. Whatever happens, it will never be implied that harassment or an attack is the victim's fault.

The identification of the victim of an incident may not at first be straightforward. The investigation of its context and background will take account of the possibility of serious provocation lying at the heart of the responses of the individuals concerned. This is not to condone retaliatory action, particularly the use of violence, but to recognise that where the victim of racial harassment has retaliated, the action, particularly the sanctions contemplated, should take account of the degree of provocation.

Principles for effective action

- a. Victims and their families can contact the Headteacher for advice and support.

- b. Alternative sources of support can be gained from the Deputy Headteacher or within the local community if the Headteacher is unavailable or the victim expresses a wish to be supported by someone of his/her own choosing.
- c. The procedures for reporting all incidents and/or making a complaint are made known to pupils and staff through this policy.
- d. Victims and their families will be kept fully informed and if necessary advised where they can go for further assistance. Victims and their parents will be advised of their rights to contact the police if they think a criminal offence has occurred.
- e. There are clear opportunities for victims and/or their families to express their wishes. These will always be treated seriously and acted on if appropriate.

Dealing with Perpetrators

Situations in which racial incidents occur vary enormously. In every case the context in which the incident takes place will influence the school's response. This may range from gentle but firm correction and explanation to the use of disciplinary procedures. Incidents do need, therefore, to be assessed in terms of seriousness to assist everyone in gauging their response. The overriding need is to ensure that a clear message is sent to perpetrators that the behaviour will not be tolerated.

As with other types of bullying and abuse, a pattern of seemingly minor events can have a cumulative effect on the victim and the victim's community. It is important that staff and pupils perceive the response to be genuinely even-handed. Firm rejection of the offensive behaviour will be combined with a framework of consequences that is perceived as fair. Sanctions will not just be punitive but will include counselling and training where appropriate. Wherever possible a full apology to the victim will be sought from the perpetrator and will accompany any sanctions imposed.

Principles for effective action

All staff members understand the steps that will be taken in response to an incident. They will be clear about:

- a. their expected initial response and the boundaries for their independent action;
- b. when an incident should be referred on to be dealt with by a senior or designated member of staff;
- c. incidents requiring the direct involvement of the Headteacher;
- d. the involvement, where necessary, of the Governing Body;
- e. the involvement, where necessary, of the Police;
- f. the need to record all incidents;
- g. the follow up to an incident including dealing with its impact on the school community;
- h. the expected timescale for responding to and following up an incident.

Monitoring and Reporting of Racist Incidents

It is important for The Gordon Children's Academy Children's Academy to record racist incidents for the following reasons:

- To obtain a full picture of the frequency and nature of racial incidents;
- To target additional resources to combat racism;
- To identify groups or individuals who are regular victims or perpetrators of racial harassment;
- To monitor the effectiveness of measures taken to prevent racism;

A Racist Incident Reporting Form is attached at Appendix B. The Annual reporting form for the RGB is also attached Appendix C

Involvement of Parents

Parents will be informed if their child is involved in a racist incident, either as victim or perpetrator. It will be ascertained whether the incident is isolated or part of a pattern of racist behaviour against the family in

school or in the wider community. Parents of perpetrators will be told how seriously racial incidents are taken.

Complaints

If a parent or member of staff is not satisfied with the steps taken as a result of a racist incident, the complaints procedure is the same as for other complaints.

APPENDIX A - DEALING WITH RACIST INCIDENTS

This policy makes it absolutely clear that racist behaviour is unacceptable.

The following action should be taken for all racist incidents:-

1. The Head Teacher will be informed.
2. Parents will be informed.
3. Support will be offered to the victim.
4. Counselling will be given to the perpetrator.
5. A Racist Incident Report Form will be completed and sent to the LEA

The following action will be taken for specific incidents:-

CATEGORY	SUGGESTED ACTIONS
a) Verbal Abuse and Threats	<ol style="list-style-type: none"> 1. Members of staff must not ignore any form of verbal racist abuse in the school. 2. Explain fully to the perpetrator that verbal racist abuse will not be tolerated. 3. Individual who are persistently abusive must be dealt with through the school's behaviour policy.
b) Racist graffiti	<ol style="list-style-type: none"> 1. All racist graffiti in the school should be removed immediately. 2. Regular checks should be made and steps taken to discourage re-appearance of graffiti.
c) Provocative behaviour such as wearing racist badges or insignia	<ol style="list-style-type: none"> 1. Educational institutions should not permit the wearing of racist badges or insignia. In certain circumstances, schools may need the support of the Police. Consider exclusion for repeated offences. 2. Pupils wearing such badges or insignia should be referred to the Head Teacher.

CATEGORY	SUGGESTED ACTIONS
d) Racist comments in the course of discussions in lessons	<ol style="list-style-type: none"> 1. Racist statements must not be allowed to go unchallenged. The school should have a clear policy which identifies expectations of how teachers will react to the use of racist comments. 2. Pupils who persist in making inappropriate comments must be referred to the Head Teacher.
e) Ridicule of an individual for cultural or religious differences e.g. food, music, dress, worship patterns etc.	<ol style="list-style-type: none"> 1. Members of staff must not ignore any form of ridicule. 2. Explain fully to the perpetrator that racist behaviour will not be tolerated. 3. Perpetrators who persist in making fun of individuals in these ways must be referred to the Head Teacher.
f) Bringing racist materials such as leaflets, comics, magazines or computer software into school	<ol style="list-style-type: none"> 1. All forms of racist literature and materials must be removed. In certain circumstances, schools may need the support of the Police. 2. Refer pupils to the Headteacher.
g) Attempts to recruit other pupils and students to racist organisations and groups	<ol style="list-style-type: none"> 1. Report immediately to the Head Teacher. Head Teacher to consider contacting the Police. In certain circumstances, schools may need the support of the Police. Consider exclusion.
h) Physical assault against a person or group because of colour, race and/or ethnicity	<ol style="list-style-type: none"> 1. In certain circumstances, schools may need the support of the Police. 2. Full report to the Head Teacher. Consider exclusion. 3. Take necessary action to prevent recurrence.
i) Damage caused to a person's property which is racially motivated.	<ol style="list-style-type: none"> 1. Reports to the Head Teacher. In certain circumstances, the police may need to be informed. 2. It should be made clear to the perpetrator that this action is not condoned. An apology and reparation should be sought.
j) Incitement of others to behave in a racist way	<ol style="list-style-type: none"> 1. Schools need to be vigilant in identifying potential inter-group tensions that might have a racial context. In every case, consideration should be given to involving the Police who can support the school. 2. Refer pupils to the Head Teacher.

CATEGORY	SUGGESTED ACTIONS
k) Refusal to co-operate with other pupils because of their race.	<ol style="list-style-type: none"><li data-bbox="699 315 1492 416">1. Every pupil has the right to be included in school activities and the school should not exclude any pupil on racial, ethnic or cultural grounds.<li data-bbox="699 456 1492 517">2. Pupils persistently refusing to co-operate must be referred to the Head Teacher.

Date of incident		Time of incident	
Victim(s)		Perpetrator(s)	
Number of males		Number of males	
Number of females		Number of females	
Pupils		Pupils	
Staff		Staff	
Other (eg parents / visitors)		Other (eg parents / visitors)	
Number of males		Number of males	
Number of females		Number of females	
Year group(s)/staff/other		Year group(s)/staff/other	
Ethnic group(s) of victim(s) – please tick, or if more than one put the number		Ethnic group(s) of perpetrator(s)– please tick, or if more than one put the number	
White British		White British	
White Irish		White Irish	
Any other White		Any other White	
Indian		Indian	
Pakistani		Pakistani	
Bangladeshi		Bangladeshi	
Any other Asian		Any other Asian	
Black Caribbean		Black Caribbean	
Black African		Black African	
Any other Black		Any other Black	
White and Asian		White and Asian	
White and Black Caribbean		White and Black Caribbean	
White and Black African		White and Black African	
Any other mixed		Any other mixed	
Chinese		Chinese	
Traveller		Traveller	
Any other ethnic group		Any other ethnic group	
Place incident occurred			
Classroom		Corridor	
Playground		Outside school	

Dining Room		Cyber incident
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Category of racist incident e.g. racially motivated bullying			
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Name calling		Physical abuse	
Inciting others		Abuse of personal property	
Jokes		Graffiti	
Use of racist language		Distribution of offensive material	
Refuse to co-operate, sit next to		Abusive letter(s)	
Cyber incident - e-mail, (mobile) phone calls / texts, social networking sites			

Other – please use this space to elaborate:

Brief description of incident

Action(s) taken – tick more than one box if appropriate			
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Oral reprimand		Internal report	
Formal apology		Police involvement	
Removal of graffiti		Exclusion from activities	
Detention		Fixed term exclusion	
Involvement of parents/carers		Permanent exclusion	

Other action taken – please specify

Racist incident reported by – please tick			
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Staff		Other – please specify	
Pupil			

Any other supporting information not covered above should be recorded here

Appendix C-Annual report of racist incidents at The Gordon Children's Academy Children's Academy

This information should be reported to the Chair of the AAB and included as part of the autumn term Headteacher's Report to the RGB

Name of school			
Total number racist incidents reported during this academic year			
Victim(s)		Perpetrator(s)	
Number of males		Number of males	
Number of females		Number of females	
Pupils		Pupils	
Staff		Staff	
Other (eg parents / visitors)		Other (eg parents / visitors)	
Total no of victims in academic year		Total no of perpetrators in academic year	
Ethnic group(s) of victim(s) – please tick, or if more than one put the number		Ethnic group(s) of perpetrator(s)– please tick, or if more than one put the number	
White British		White British	
White Irish		White Irish	
Any other White		Any other White	
Indian		Indian	
Pakistani		Pakistani	
Bangladeshi		Bangladeshi	
Any other Asian		Any other Asian	
Black Caribbean		Black Caribbean	
Black African		Black African	
Any other Black		Any other Black	
White and Asian		White and Asian	
White and Black Caribbean		White and Black Caribbean	
White and Black African		White and Black African	
Any other mixed		Any other mixed	
Chinese		Chinese	
Traveller		Traveller	

**THE GORDON CHILDREN'S ACADEMY
RACIST INCIDENTS POLICY**

Any other ethnic group		Any other ethnic group	
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Place incidents occurred			
Classroom		Corridor	
Playground		Outside school	
Dining Room			
Cyber incident			
Other – please specify			
Category of racist incidents			
Name calling		Physical abuse	
Inciting others		Abuse of personal property	
Jokes		Graffiti	
Use of racist language		Distribution of offensive material	
Refuse to co-operate, sit next to		Abusive letter(s)	
Cyber incident			
Number of exclusions resulting from racist incidents			
Fixed term exclusions		Permanent exclusions	
<p>Signed Headteacher: _____ Miss S Edwards</p> <p>Date: _____</p>			