

DEALING WITH RACIST INCIDENTS POLICY

Signed: _____ Headteacher

Signed: _____ Chair of Governors

November 2019

Date of next review November 2020

St Patrick's Catholic Voluntary Academy Mission Statement

At St Patrick's Catholic Academy, we are an inclusive, caring, learning community who endeavour to use the gifts and talents given to us by God to our full potential to help others. The life, example and teachings of Jesus Christ underpins everything we do and who we are. We want our children to **Love** themselves and others first, **Live** out the Gospels and **Learn** for life.

At St. Patrick's we strive to live, and encourage others to live the Gospel. We aim to achieve this through:

- The nurturing of the Catholic Faith.
- Seeking to develop the faith of all at school, irrespective of where they may be on their personal faith journey.
- Putting our Faith into practice in the quality of care and support that we extend to others; creating an ethos that exemplifies the teaching of Jesus Christ so that others can come to know God's love as we do.
- Celebrating our Faith through Mass, Collective Worship, Personal prayer and taking part in the preparation for the Holy Sacraments.
- Welcoming the community to share all forms of prayer and worship with us making it a relevant and meaningful experience for all.
- The effective delivery of a quality, rich curriculum, striving to develop the whole child and enable all pupils to fulfil their full potential by acquiring the knowledge and skills that will enable them to grow spiritually, morally, physically and academically and to make a valuable contribution in society.
- The encouragement of a positive partnership between home, school and parish, respecting all cultural and faith backgrounds and practices.
- Having high expectations for all, leading by example, encouraging pupils to develop self-respect, confidence, independence, personal aspirations and to set themselves high standards.
- The establishment and maintenance of a strong sense of identity and belonging, through the consistent promotion of high standards of conduct and respect for all.
- We want our children to feel happy, loved, respected, safe and valued as individuals in order for them to show kindness, respect, tolerance, acceptance and to celebrate our differences as we work together as a community.
- We work and worship collaboratively with all the schools in Our Lady of Lourdes Trust to deliver the best Catholic education for all our pupils.

We are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers, irrespective of race, gender, disability, special educational needs, faith or religion or socio-economic background. We aim to develop a culture of inclusion and celebrate diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life. We believe everyone has a contribution to make and will enrich our community.

At St Patrick's, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here. We believe every individual is created in the image of Christ and as such should be respected, welcomed and valued in order to be able to **Love First, Live the Gospels and Learn for Life.**

DEALING WITH RACIST INCIDENTS

Introduction

Every 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. Racism exists in all communities, and racist groups target both urban and rural areas. Every school should take action to challenge and prevent racism.' (Learning for All, page 11)

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 and governors.

This document takes account of the Lawrence Inquiry recommendations. It should be used in conjunction with 'Learning For All' (especially section E), issued to all schools by the Commission for Racial Equality.

School Procedures

'All schools' behaviour policies must make clear that racial harassment will not be tolerated and say how staff and pupils should deal with it' (DfEE Circular 10/99).

Policies should be explicit and widely known to parents and pupils. It should be understood what incidents are covered by the policies and also what sanctions are available.

School policies and procedures need to 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 the 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 definition recommended by the Stephen Lawrence Inquiry is:

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:

- verbal abuse and threats;
- racist graffiti;
- provocative behaviour such as wearing racist badges or insignia;
- racist comments in the course of discussions;
- 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;
- attempts to recruit other pupils and students into racist organisations;
- physical assault which is racially motivated;
- damage caused to a person's property which is racially motivated;
- incitement of others to behave in a racist way;
- 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 could be seen as condoning racism and may lead to more serious incidents in future. The response should be proportionate to the incident and suggested action is included in Appendix A.

Prevention of racism

The Commission for Racial Equality recommends that all schools should designate a named teacher with overall responsibility for dealing with racist incidents.

At St Patrick's this person is Mrs Tracy Lane- Headteacher.

St Patrick's policy is in line with The National Curriculum (1999) which exhorts teachers to create an effective learning environment 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.

We believe the ethos of the school is central to successful anti-racist practice. Making clear the Governing Body's expectations of how staff, children and young people should treat each other is paramount.

We believe it is essential that parents/carers should understand and have confidence in the school's readiness to challenge racism.

Supporting Victims

At St Patrick's we believe it is important that staff are aware of the priority attached to supporting victims, and that prior to an investigation all allegations are taken seriously. Racial harassment is intimidating 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 needs to be aware of these common perceptions. Whatever happens, it should 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 must 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

Victims and, where appropriate, their families should have a clear point of contact for advice and support. Wherever possible there should be a member of staff with clearly designated responsibilities. At St Patrick's this person is Mrs Tracy Lane Headteacher

Alternative sources of support should be identified either amongst staff or within the local community in case the designated member of staff is unavailable or the victim expresses a wish to be supported by someone of his/her own choosing. At St Patrick's this would be in the form of support from the school Emotional Literacy Support Assistants- ELSAs.

The reporting all incidents by staff either following the report of an incident to them or witnessing and incident is via logging on CPOMS under racist incident category.

Victims should be kept fully informed and if necessary advised where they can go for further assistance. (See Appendix B for contacts offering victim support). Victims should be advised of their rights to contact the police if they think a criminal offence has occurred.

There should be clear opportunities for victims and/or their families to express their wishes. These should 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 needs to be combined with a framework of discipline in line with the school Behaviour Management Policy that is perceived as fair. Sanctions should not just be punitive but should include counselling and training where appropriate. Wherever possible a full apology to the victim should be sought from the perpetrator and should accompany any sanctions imposed.

Principles for effective action

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

- ascertain from the child/victim of abuse what has occurred and investigate with witnesses where possible.
- If the incident falls in line with the section in this policy on 'Identifying Racist Behaviour' log the incident on cpoms as soon as possible to the incident occurring which will alert the DSL, DSPs and Headteacher.
- The DSPs/Headteacher will take up and resulting actions needed including informing parents and supporting both the victim and educating the perpetrator and respond to the initial CPOMs log updating staff on actions taken or to be taken.
- the Governing Body are informed on a half termly basis of all racist incidents and how they were managed;
- the follow up to an incident may including dealing with its impact on the school community via PSHE lessons, assemblies etc;

Monitoring and Reporting of Racist Incidents

It is important to record racist incidents initially on CPOMs and then by the Headteacher in the Racist Incident Monitoring Log 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;

Involvement of Parents

- Parents will be informed if their child is involved in a racist incident, either as victim or perpetrator.
- If possible it should 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 need to understand how seriously racial incidents are taken.
- St Patrick's record details of the number of racist incidents and the responses made to governors. This demonstrates to the community the school's commitment to the creation of a non-racist learning environment.

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. If the Headteacher cannot resolve the complaint satisfactorily, the complainant will move to the next stage- see complaints procedures & policy

Role of Governors

Governors ensure that there is a school policy on racial harassment, and that all necessary measures and systems are in place, should an incident occur. This process is in line with policies for Behaviour and Bullying. Governors are informed on a half termly basis of racist incidents, and this is an agenda item for governing body meetings. This information is used to help the Governing Body review the school's behaviour policy.

The Governing Body would investigate any complaints not resolved by the Headteacher in line with the Complaint Procedure .

APPENDIX A - DEALING WITH RACIST INCIDENTS

At St Patrick's we make it absolutely clear that racist behaviour is unacceptable. The policy is explicit and available to parents and pupils on the school website and as a paper copy on request from the school office. Perpetrators as well as victims will often need pastoral support and counselling. It is recognised that teachers will use their professional judgement in dealing with specific incidents but individual practice should be based on school policy.

The following action is suggested for specific incidents:-

CATEGORY	SUGGESTED ACTIONS
a) Verbal Abuse and Threats	In all incidents parents would be contacted by the Headteacher or another member of SLT <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. 2. Pupils who persist in making inappropriate comments must be referred to the Head Teacher immediately.
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 as appropriate. 3. Involvement of the PREVENT team may be required.
g) Attempts to recruit other pupils and students to racist organisations and groups	<ol style="list-style-type: none"> 1. Report immediately to the Headteacher. Headteacher to consider contacting the Police. Seek guidance from the LEA. In certain circumstances, schools may need the support of the Police. Consider exclusion. 2. Involvement of the PREVENT team may be required.
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 Headteacher. Consider exclusion. 3. Take necessary action to prevent recurrence. 4. Involvement of the PREVENT team may be required.
i) Damage caused to a person's property which is racially motivated.	<ol style="list-style-type: none"> 1. Reports to the class teacher or Headteacher as appropriate. 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. 3. Involvement of the PREVENT team may be required.

CATEGORY	SUGGESTED ACTIONS
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 Headteacher as appropriate. 3. Involvement of the PREVENT team may be required.
k) Refusal to co-operate with other pupils because of their race.	<ol style="list-style-type: none"> 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. 2. Pupils persistently refusing to co-operate must be referred to the Headteacher as appropriate. 3. Involvement of the PREVENT team may be required.

APPENDIX B - USEFUL CONTACT POINTS

Nottingham and District Racial Equality Council - Tel. 0115 958 6515

The Racial Equality Council provide advice and support to victims of racist harassment and crime in Nottinghamshire. This includes working with local authorities, the Police and other agencies. The Racial Equality Council can also provide support and representation for victims who have suffered racial discrimination in employment, housing or immigration.

Afro Caribbean and Asian Forum and the Common Monitoring Project - Tel. 0115 969 1224

The Afro Caribbean and Asian Forum offer support and advice on a wide range of issues affecting all black communities. The Forum also operates the Common Monitoring Project.

Nottinghamshire Victim Support - Tel. 0115 844 5094

Victim Support is a national voluntary organisation that offers confidential support and advice to victims of crime. Nottinghamshire Victim Support have volunteers who have received special training to support the victims of racist crime and harassment. Victim Support will visit victims at home, provide support during the court process and, where necessary, continue support.

Racial Harassment Forums

Racial Harassment Forum operate in different parts of Nottinghamshire. These are groups of agencies working in partnership and can provide advice about help available locally. The following forums are active:-

Newark and Sherwood Racial Awareness Forum. This Forum operates a helpline for reporting racist incidents. Tel. 01636 687090.

Ashfield Racial Issues Group. For information call Ashfield Links Forum 01623 555551.

Mansfield Racial Awareness Forum. For information call 01623 420042

Bassetlaw Racial Awareness Forum. For information call Bassetlaw Community and Voluntary Service - Tel. 01909 476118 ext. 23.

Solicitors

Victims can use solicitors to initiate civil action, e.g. injunctions to stop harassment. Some solicitors may give free initial advice. Phone numbers are in the Yellow Pages.