



ST. OSWALD'S C E (A) JUNIOR SCHOOL

Policy and Procedures for Dealing with Racial Harassment

At St Oswald's C of E Junior School

"We aim to provide a secure and caring environment in which every person may grow towards personal fulfilment." Mission Statement.

In light of the above, racism in any form will not be tolerated. The following sets out the policy for *dealing with all forms of racist behaviour*.

Racial Harassment

Racial harassment is any hostile or offensive action against individuals or groups because of their skin colour, ethnic origin, religion or cultural background. There can be different forms of harassment and abuse.

Verbal - name-calling, insulting slurs and persistent teasing.

Physical - hitting, kicking, spitting, taking belongings and threats of violence.

Indirect - excluding, humiliation, spreading nasty rumours and ridicule.

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

THE LEGAL CONTEXT

1. The Race Relations Amendment Act 2000 requires Local Authorities to ensure that the provision of education is carried out with "due regard to the need":
 - a) to eliminate unlawful discrimination.
 - b) to promote equality of opportunity and good relations between persons of different racial groups.
2. Intentional harassment is now an offence under The Criminal Justice and Public Order Act 1994.
3. A person is guilty of an offence if, with intent, they:
 - a) use threatening, abusive or insulting words or behaviour, or disorderly behaviour or
 - b) display any writing, sign or other visible representation which is threatening, abusive or insulting thereby causing that, or another person, harassment, alarm or distress.

Curriculum

1. The curriculum (both formal and hidden) and classroom interaction should be seen as the strongest means of addressing racism and promoting equality of opportunity for all children. The classroom should be the main arena where racist attitudes, misconceptions and stereotypes are discussed and challenged.
2. The curriculum, both planned and hidden should reflect the fact that British society is one, which is both multi-ethnic and culturally diverse. This is reinforced by the National Curriculum where it is stated that the curriculum should be:

“... a broad and balanced curriculum which.. promotes the spiritual, moral, cultural, mental and physical development of pupils at the school and of society, and prepares such pupils for the opportunities, responsibilities and experience of adult life”.
3. Various National Curriculum documents (both subject and cross-curricular) further emphasise the importance of:
 - treating all children as individuals with their own abilities, difficulties, attitudes, backgrounds and experiences.
 - providing equal access to the curriculum, challenging myths, stereotypes and misconceptions.
 - Raising expectations and appreciating what has been achieved, valuing and respecting individuals.

Ethos

The physical environment can reflect racism by graffiti in and around school premises; and by the absence of displays reflecting a multi-cultural community. The ethos and atmosphere should show the respect, which is the entitlement of all persons entering the school.

School should be sensitive to and show respect for diverse religious and cultural practices.

Books and Materials

School will select text and materials taking into account their appropriateness to today's multi-cultural society.

Materials in school must be examined for racist bias and either withdrawn from use or used as a resource to promote discussion on racism and racist content. In addition, positive steps must be taken to ensure good practice with regard to the purchase of books and resources, which reflect the multi-racial and culturally diverse society in which we live.

Guide-Lines for Dealing with Racist Behaviour

In order to identify racist behaviour the following categories have been produced:

- a) Physical assault against a person or group because of colour and/or ethnicity.
- b) Derogatory name-calling, insults and racist jokes.
- c) Racist graffiti
- d) Verbal abuse and threats
- e) Incitement of others to behave in a racist way.
- f) Racist comments in the course of discussion in lessons.
- g) Ridicule of an individual for cultural difference e.g. Food, music, dress etc.
- h) Refusal to co-operate with other people because of their ethnic origins.

Supporting the Victim(s)

1. Immediate re-assurance and support should be made available to the victim.
2. An appropriate member of staff needs to explain the action taken to express the attitudes of the school towards such behaviour giving the opportunity to the child to express their own concern and feelings.
3. In serious cases and recurring cases parents should be involved and longer term counselling and support should be offered.
4. Staff should be ready to discuss and follow up the child's and parental concerns.

Dealing with the Perpetrators

Categories and Suggested Actions to Take

In all cases of racial abuse the Head Teacher or Assistant Head will record the incident in the Pupil Incident File. There is a book marked Pupil Incidents kept in the Head Teacher's office.

- a) PHYSICAL ASSAULT
 - i) Report to the Head Teacher
 - ii) Take necessary action to prevent recurrence.
- b) DEROGATORY NAME CALLING, INSULTS AND RACIST JOKES, VERBAL ABUSE, INCITEMENT OF OTHERS TO BEHAVE IN A RACIST WAY, RIDICULE OF AN INDIVIDUAL FOR CULTURAL DIFFERENCES E.G. DRESS, HAIR, FOOD, MUSIC ETC.
 - i) Members of staff must not ignore any form of verbal abuse in the school.
 - ii) Explain fully to the perpetrators that verbal racist abuse will not be tolerated.
 - iii) Report the incident to the Head Teacher or Assistant Head.
- c) RACIST COMMENTS IN THE COURSE OF DISCUSSION IN LESSONS
 - i) Racist statements must not be allowed to go unchallenged.
 - ii) Persistent offenders must be referred to the Head Teacher or Assistant Head.
- d) REFUSAL TO CO-OPERATE WITH OTHER PEOPLE BECAUSE OF THEIR ETHNICITY, RACE, COLOUR OR LANGUAGE.
 - i) Explain that children should work collaboratively. Every child should have the right to be included in all school activities and school should not exclude students on the grounds of their ethnic group, colour, language or cultural background.
 - ii) Offenders must be referred to the Head Teacher or Deputy Head Teacher.

The Head Teacher will monitor incidents of racial harassment and will contact the parents and carers of perpetrators by letter.

The contact will reinforce our commitment to eradicating all forms of racist prejudice and unfair discrimination at our school and seek the support of the parents to explain to their child how hurtful and unkind this behaviour is.

Members of Staff

A whole school anti-racist policy will be fully effective if every teaching and non-teaching member of staff understands the policy and is committed to implementing it. If only some staff are seen by children and parents to be behind the policy, it undermines the work of colleagues. Staff must lead by example.

1. Racist behaviour needs to be regarded as unprofessional and therefore a disciplinary offence. Where a member of staff racially abuses a child, parent, or other member of staff, the following procedure could be followed dealing with the matter.
 - a) Known incidents should be reported to the Head Teacher.
 - b) The Head Teacher must seek to resolve the issue
 - c) In cases where parents or pupils are not satisfied with the actions taken by the Head Teacher, they should be informed of their rights to make a formal complaint to the Chair of Governors.
 - d) The Chair of Governors will investigate the case and will take appropriate action following the Complaints Procedure.
 - e) Racist behaviour by any member of staff should be considered as gross misconduct and the person concerned subject to disciplinary action.
2. In a case where any member of staff is racially abused by any child, parent or other member of staff, the complaint should be dealt with using the disciplinary procedure described in this policy.

Recording Procedures

All incidents of racial harassment must be reported to the Head Teacher who has the responsibility for forwarding the information to Education Leeds. Each term the school must report the number and type of incidents to both Education Leeds and to the governing body.

Staff Guidelines for Reporting Incidents:

1. Staff must report any racial incident to the Head Teacher or Deputy Head Teacher.
2. The Head Teacher or Assistant Head Teacher will investigate the incident.
3. If the incident is proved the perpetrator will be given a formal warning. It will be recorded in the Pupil Incident File, which is kept in the Head Teacher's office, and the parents of the perpetrator will be written to and, if necessary, invited to discuss the incident with the Head Teacher.
4. Pupils who are recorded on several occasions and persist in the behaviour may be subject to short-term exclusion.

