



**Neatishead, Salhouse & Fleggburgh
Federation**

Racial Harassment & Discrimination Policy

*Our schools aim to be happy and safe places where everyone shares a love of learning.
Our Christian core values of respect, responsibility, courage, trust, perseverance and
compassion underpin all we do.*

'Soar on Wings'

Formally adopted by the Governing Board	
On	30th November 2020
Chair of Governors	J Gay
Date for Review	November 2021
Responsibility	Vision, value & Ethos committee

Our school is the secure base from which we ‘soar on wings’ to realise our ambitions.

Through valuing one another and the world in which we live, we flourish.

Through providing rich opportunities, we can imagine fulfilling futures.

Through a shared love of learning, we transform lives.

Overview

The school's policy on racial harassment relates to the school's general aims, and links with the school's policy on equality of opportunity and anti-bullying code.

Policy Statement: No form of racial harassment will be tolerated by the school.
This policy: Will be applied consistently by all staff (teaching and support) and volunteers.

Every reported incident will be investigated and a response made.

RACIST BEHAVIOUR

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

It should be borne in mind that racism is a phenomenon which affects not only black people (all visible ethnic minorities) but also other groups, including people of European origin. It is recognised that black people, in particular, tend to encounter much prejudice and discrimination.

N.B. Black people is a term used and accepted. It includes African, Afro-Caribbean and Asian ethnic minorities.

Examples of Racist Incidents

It is important to note that the school's responsibility in dealing with racist incidents may extend beyond the school buildings and estates and even into the school's surrounding area.

The school recognises the following as examples of racist incidents which may involve pupils, teachers, support staff and indeed anyone within the area of the school

Examples include:

- Lack of cultural awareness leading to inappropriate forms of address.
- Ridicule of an individual's cultural differences, e.g. religion, language, food, music, dress etc.
- Condoning or colluding with racist actions or comments by others.
- Derogatory name calling.
- Racist jokes and comments.
- Refusal to co-operate with other people because of their ethnic origin.
- Racist comments in the course of discussions in lessons.
- Racist graffiti.
- Provocative behaviour such as wearing racist badges or insignia.
- Differential treatment, e.g. exclusion from a particular activity.
- Attempts to recruit other pupils and students to racist organisations.
- Bringing racist material such as leaflets, comics or magazines into the school.
- Incitement of others to behave in a racist way.
- Damage caused to a person's property which is racially motivated.
- Verbal abuse and threats.
- Physical assault against a person or a group which is racially motivated.

RACIST INCIDENTS CONCERNING PUPILS

The school policy dealing with racist incidents must be clear to all members of the school community. The headteacher is responsible for recording and monitoring incidents. The school has adopted the following procedures when racist incidents occur. The context, the age of the children involved and the seriousness of the incident will influence how an incident is dealt with.

SCHOOL OBJECTIVES – SHORT TERM

1. Acknowledgement and recording of incidents.
2. Offer support and/or counselling to the victims and parents. This may involve outside agencies.
3. Plan and identify action for dealing with perpetrators.

SCHOOL OBJECTIVES – LONG TERM

1. Ensure that young people develop mutual respect through appropriate curriculum and ethos.
2. Develop procedures for dealing with racist incidents.
3. Disseminate agreed procedures to all individuals within the school establishment.