



Barrowby Church of England Primary School

Racist Incidents Policy

1. Introduction

- 1.1 Our equality policy states clearly our commitment to eliminating unlawful discrimination and promoting good community relations. This applies to issues of ethnicity, nationality and national origin. Statute requires schools to have a policy on race equality, we have developed a strategy which ensures that all matters of equality are addressed in our equality scheme, giving them equal respect and consideration.
- 1.2 Within our approach to equality and diversity, race equality is covered by both our policy and our equality scheme and the procedures which are included within them.
- 1.3 In all that we do within the school, we will work to provide equality of opportunity for pupils, parents and employees. We will deliver our commitments as required under the Race Relations Act 1976 and Race Relations (Amendment) Act 2000. Racial harassment, victimisation and bullying will not be tolerated, and will be handled effectively in line with our policy on dealing with and reporting racist incidents in the school (see Appendix 2)
- 1.4 We recognise that ethnic minority people can face other forms of discrimination or disadvantage because of their age, gender or gender identity, marital and civil partnership status, family circumstances, caring responsibilities, because they are disabled or because they are lesbian, gay or bisexual. In designing our equality and diversity policies and plans concurrently, we recognise the compound effect that people might experience.

Reference Points

- Race Relations (Amendment) Act 2000
- Race Relations Act 1976 - Sections 17 and 71
- Lincolnshire County Council Policy Statement entitled "Education in our multicultural society" (attached as an appendix)
- Lincolnshire County Council leaflet entitled "Racial Harassment in Schools" - a guide for parents and children (attached as an appendix)
- Lincolnshire County Council : Race Equality Policy (August 2004)
- Own school's Race Equality Policy
- Lincolnshire County Council: Reporting and Dealing with Racist Incidents (2005)
- Lincolnshire County Council: Stamping out Racism in Schools (2004)

Contact Point

- Schools Liaison Officer (01522/554884)
- Ethnic Minority Support Service (EMAS)(01427/787190)

2. Action Points

- 2.1 All schools have a responsibility to:
- Produce a policy on the promotion of Race Equality (Equality Policy).
 - Promote good race relations through the curriculum, teaching and learning strategies, school ethos, pastoral care and relationship with parents.
 - Ensure that it is absolutely clear that racist behaviour, in any form, is totally unacceptable and will be investigated.
 - Develop policies to deal with such incidents, including responses and reporting.
 - Arrange training for staff in dealing with such incidents.
 - Adopt monitoring procedures.
- 2.2 Work to address issues of racism should permeate the taught curriculum as an integral part of a whole school approach to policy development.
- 2.3 All racist incidents should be recorded and a copy of the school's record forwarded to the Schools Liaison Officer at County Offices.

3. Advice

- 3.1 Racial harassment may be defined as “any act of expression which causes harm or offence directed by a member of one racial or ethnic group towards others where the motivation or effect is to create racial dislike or hatred”. Racial harassment presents a serious obstacle to equality of opportunity. The Stephen Lawrence Inquiry Report defines a racist incident as ‘Any incident which is perceived to be racist by the victim or any other person.’
- 3.2 It is unlawful for bodies in charge of educational institutions to discriminate in the way they afford a pupil access to any benefits, facilities or services or by subjecting the pupil to any other detriment. This may include the failure to take reasonable steps to prevent racial harassment from occurring or to deal with racial harassment effectively when it does occur.
- 3.3 OFSTED inspectors are required to evaluate equal opportunities, including racial harassment, seeking evidence that policies are understood, implemented, monitored and reviewed. Training and support materials are available from the Lincolnshire EMAS Service.

4. Racist Incidences Policy Review

This policy is reviewed by the Head teacher, staff and Governors in accordance with Barrowby School's Policy and Review Cycle for approval by the Full Governing Body, every 3 years.

Last reviewed: November 2023

Next review: November 2026

Appendix 1 - Racial Harassment Of Pupils

Identification of Racial Harassment

There are various forms of behaviour, which will require an appropriate and immediate response. These may include the following:

- Racist name calling, insults, jokes, taunts.
- Racist graffiti on walls, books, desks, school bags.
- The wearing and displaying of racist badges and insignia.
- Bringing into the school, books, comics, or leaflets which contain racially denigrating material.
- Making comments, for example in discussion during a lesson, which denigrate on the grounds of race.
- Refusal to co-operate or work with a member of an ethnic group on the ground of ethnicity.
- Attempting to recruit others into organisations with racist aims and objectives;
- Physical assault or the threat of it because of a person's colour or ethnicity.
- A gradual undermining of confidence which may build up, leading to low self-esteem and a feeling of inferiority.

The most important indication of racist behaviour is that the victims themselves perceive that they have been subjected to racial harassment.

The perception of the person who has experienced racism should be given priority.

It is the victims themselves who see the hostility inherent in a racist incident, because of their ethnic origin, appearance or linguistic difference, which are essential parts of their own identity. Racist motivation can therefore transform even an apparently trivial incident into something that is more than usually distressing and frightening both for the victim and for other members of their ethnic group.

The School Response

All incidents should be responded to immediately even if some aspects of the response are dealt with at a later stage.

School staff should understand that their reactions to such an incident will influence the attitudes of pupils. For example, failure to respond may be seen as condoning racist behaviour.

All staff and pupils have the right NOT to experience racism at school whether or not this is directed at them.

School staff will need to understand that dealing with these issues is a learning experience and that there is no one way of dealing with incidents.

All incidents of racial harassment should be treated as serious disciplinary matters.

The school policy should be clear and made known to the whole school community.

This should include ensuring that:

- The school's opposition to such behaviour is made clear and the reasons are explained.
- The person who has suffered harassment is supported.
- The child's parents are kept fully informed and supported.
- Steps are taken to ensure that such behaviour is not repeated, which will include both counselling and sanctions as appropriate.
- The possible impact of the incident on the school is considered and responded to.

There are three clear aspects in dealing with examples of racial harassment in schools:

Supporting the victim

The following should be employed as ways of reducing the trauma for victims:

- Immediate reassurance and support should be made available.
- A member of staff needs to explain the action taken and to express the attitudes of the institution towards such behaviour.
- The victim must be given the opportunity to express his/her own concern and feelings.
- Parents should be involved where appropriate.
- All parties should be kept informed of the outcome of the incident reported.
- The school should have a nominated person available to act as a friend or adviser, to support the victim and his/her family.

Further advice on the support of victims is available on request.

Challenging the perpetrator

Schools should bear in mind the following points and refer to the attached checklist for guidance if required:

- Act immediately; don't let others think you are condoning what has happened.
- Criticise the action, not the pupil.
- Combine discipline with counselling and advice.
- Referring racial incidents to senior staff makes clear to everyone that they are being treated seriously.
- Remove graffiti and offensive items immediately.
- Talk to the abusive pupil's parents. Explain the school's position on equal opportunities.
- Discuss the issues with the other pupils involved.

The School's policy on this issue will relate equally to Governors and to all staff. Any complaints and incidents relating to staff must be taken seriously and dealt with in accordance with the disciplinary procedure adopted by the Governing Body.

Assessing issues of racism through the whole school curriculum

It is essential that work to address issues of racism should permeate the taught curriculum as an integral part of a whole school approach to policy development.

Training and support materials are available separately through your school's County Adviser.

ALL RACIST INCIDENTS SHOULD BE RECORDED AND A COPY OF THE SCHOOL'S RECORD FORWARDED TO THE SCHOOLS LIAISON OFFICER AT COUNTY OFFICES, LINCOLN.

CHECKLIST

CATEGORIES	SUGGESTED ACTIONS
<p>A. Derogatory name-calling and racist jokes.</p>	<ul style="list-style-type: none"> • Members of staff must not ignore any form of racist abuse in the school. • Explain to the perpetrator that this offence will not be tolerated. • Offenders must be referred to the Headteacher. • Record incident. • Inform parent/guardian. • Provide support for victim.
<p>B. Racist graffiti.</p>	<ul style="list-style-type: none"> • All racist graffiti in the school must be reported to the Headteacher and should be removed immediately. • Regular checks should be made, and steps taken to discourage re-appearance of graffiti. • Record incident.
<p>C. Wearing racist badges or insignia.</p>	<ul style="list-style-type: none"> • Educational institutions must not permit the wearing of racist badges or insignia. • Offenders should be referred to the Headteacher. • Inform parent or guardian. • Record incident.
<p>D. Bringing racist material such as leaflets, comics and magazines.</p>	<ul style="list-style-type: none"> • All forms of racist literature and materials must be removed. • Offenders should be referred to the Headteacher. • Parents/guardians should be informed. • Record incident.
<p>E. Racist comments in the course of discussions in lessons.</p>	<ul style="list-style-type: none"> • Racist statements must not be allowed to go unchallenged. • Misinformation and ignorance expressed in the course of discussions in lessons can be appropriately processed as part of the planned curriculum and should be treated differently from deliberate insults. • Deliberate and persistent insults should be referred to the Headteacher and parents/guardians. • All deliberate and persistent insults should be recorded.

CATEGORIES	SUGGESTED ACTIONS
<p>F. Refusal to co-operate with other people because of their race, colour, ethnicity or language.</p>	<ul style="list-style-type: none"> • Explain that students should work collaboratively. Every student should have the right to be included in the school's activities. The school should not exclude any pupil on racial, cultural or linguistic grounds. • Persistent offenders must be referred to the Headteacher. • Record incident. • Parents/guardians should be informed.
<p>G. Attempts to recruit to racist organisations and groups.</p>	<ul style="list-style-type: none"> • Report immediately to Headteacher. • 'Recruiter' should be interviewed. • Record incident. • Parents/guardians to be informed.
<p>H. Physical assault.</p>	<ul style="list-style-type: none"> • Report to Headteacher. • Record incident. • As a priority, full discussions with parents/guardians of both victim and perpetrator.

If the offender is not a member of your school community, you should contact the Police.

APPENDIX 2

LINCOLNSHIRE COUNTY COUNCIL POLICY STATEMENT: EDUCATION IN OUR MULTICULTURAL SOCIETY

Lincolnshire County Council supports the view of the Swann Committee, whose report states:

“The reality of British society, now and in the future, is that a variety of ethnic groups, with their own distinct life styles and value systems, will be living together. It is perhaps inevitable that conflicts may arise from time to time between the aspirations and expectations of these groups. It is also possible that there will be some degree of cultural interchange, with individuals adopting or adapting elements of other groups’ cultural styles as part of their own. The aim of education should be to ensure that from their earliest years children learn to accept the normality and justice of a variety of points of view without feeling threatened, and are indeed encouraged to find this variety of outlooks stimulating in itself. Schools should offer their pupils the skills needed to contribute to a resolution of any conflicts which do arise in a positive and constructive way.” (Swann Report, Chapter 16, Page 324).

Racism is a feature of society which affects us all. If children are not given positive anti-racism education, they will grow up unconsciously absorbing racist attitudes. Racism divides and isolates people, depriving all our children of opportunities for mutual enrichment. For these reasons anti-racist education is needed in all our schools. **It is perhaps even more necessary in schools where there are few children from ethnic minority groups, where children might otherwise not learn how to contribute constructively to our pluralist society.**

This Council believes that racial equality in the future will very largely be influenced by what happens in schools today. All schools have a special responsibility for enhancing mutual respect and understanding. They also have a responsibility for ensuring that children in their care come to understand that racist behaviour and attitudes will not be tolerated or in any way condoned.

It is the policy of Lincolnshire County Council:

- To enable all students to live, learn and play peacefully and with full equality of access and opportunity in all aspects of the life and work of the schools and other educational establishments of the Council.
- To encourage all persons involved in education and cultural services to recognise the value and worth of their own cultural background, including its language, beliefs and customs.
- To promote in all persons a sensitive regard for the needs and welfare of others and to encourage respect for and appreciation of the language, beliefs and customs of all cultural groups.
- To build upon the strengths of cultural, linguistic and religious diversity for the benefit of all, whilst paying full attention to the fundamental similarities which all persons share.
- To meet appropriately and effectively the particular needs of all involved within education - with due regard to cultural, religious or linguistic issues.

- To combat racial and/or cultural intolerance where it occurs and provide staff and students with an understanding of the origins and processes of racism and stereotyping.
- To deal firmly and promptly with all cases of racial harassment and discrimination and to provide guidance to schools, youth centres and others to assist them in doing so.
- To promote in all persons an awareness of the interdependence of all members of our multicultural community.
- To encourage the recruitment from minority groups of teachers, administrators and other staff at all levels in line with the County Council's equal opportunities policy, and to encourage the appointment of Governors from minority ethnic groups.
- To ensure that printed and audio-visual materials and activities available in educational establishments libraries and cultural centres promote a multicultural society and equality of opportunity.
- To develop appropriate monitoring procedures.

Lincolnshire County Council is committed to the implementation of this policy in all aspects of the work of the Children's Service.