



Churchdown School Academy

ACHIEVING SUCCESS FOR ALL

Racial Harassment Policy

This policy gives details of the kinds of behaviour which Churchdown School (the "School") regards as racial harassment. There are professional duties governing teachers' responses to such behaviour which is regarded as unacceptable in the light of the School's Statement of Aims and the School's Equality and Diversity policy.

The School is committed to providing a working environment free from harassment and ensuring all students and staff are treated, and treat others, with dignity and respect.

The Equality Act 2010 makes it unlawful to discriminate on the grounds of a person's race, colour, nationality, ethnic or national origin. . The Act places a legal duty on the Local Authority and the School to provide services without discrimination and to promote equality of opportunity. The School is aware of its duties in relation to the Equality Act 2010 and the Public Sector Equality Duty introduced in April 2011. Schools must promote good race relations and must work to prevent racist incidents before they occur through effective policies and practices.

Scope of this policy

This policy applies to allegations of harassment by students in the School.

Incidents of harassment by a member of staff towards another member of staff will be dealt with in accordance with the School's Grievance or Whistleblowing procedures, as appropriate.

Parents can also raise an incident of racial harassment using the School's Complaints procedure, but we encourage parents to raise the incident informally in the first instance.

Allegations against staff will be handled in accordance with the School's Disciplinary procedure.

Related policies

This policy should be read in conjunction with the School's policies on:

- Equality and Diversity
- Anti-Bullying
- Behaviour and Sanctions
- Exclusions
- Safeguarding and Child Protection

What is harassment?

Harassment is defined as :

'Any unwanted physical, verbal or non-verbal conduct, which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person'.

A single incident can itself amount to harassment. It also includes treating someone less favourably because they have submitted or refused to submit to such behaviour in the past.

Unlawful harassment may involve conduct of a sexual nature (sexual harassment), or it may be related to age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. Harassment is unacceptable even if it does not fall within any of these categories.

This policy focuses on harassment on the grounds of a person's race, colour, nationality, ethnic or national origin.

Definition of a Racist Incident

The Stephen Lawrence Inquiry Report recommended that the Police, local government and other relevant agencies should universally adopt the following definition of a racist incident:

A racist incident is any incident which is perceived to be racist by the victim, or any other person.

The 'Practice' section of this policy includes a non-exhaustive list of the types of unacceptable behaviour that may amount to a racist incident.

The School recognises that a person may be the victim of harassment even if they were not the intended "target". For example, a person may be harassed by racist jokes about a different ethnic group if the jokes create an offensive environment.

Practice and procedure

Members of staff at the School will promote a sense of respect for the diversity of cultures both in Britain and the world in general. Staff will dissuade students from behaving in any racist manner through the curriculum, informal discussion and, if necessary, the use of sanctions.

If a student believes that they have suffered a racist incident they are encouraged to raise this treatment with their Form Tutor/Heads of Year in the first instance. Alternatively, the student can seek support from a member of the Safeguarding team.

Incidents of suspected racial harassment will always be reported to the Senior Leadership Team and dealt with in an appropriate manner, in accordance with the School's Behaviour policy [and Anti-Bullying policy].

Parents of those students who are found to be involved in a racist incident will always be informed. The details of all incidents and sanctions issued used will be recorded by the School in CPoms. Heads of Year will be informed and will usually be involved in dealing with the

incident. The frequency and nature of any recorded incidents will be reported to the Pastoral Leadership Team.

The list below is not exhaustive, but it acts as an indication of the kinds of behaviour which are unacceptable and the possible sanctions that the School may take:

Behaviour	Response
Physical assault against a person or group because of race/colour/ethnicity	<ol style="list-style-type: none"> 1. Report to a member of the SLT. 2. Inform parents/carers by letter or telephone. 3. Consider appropriate sanctions including exclusion of culprit(s). 4. In particularly serious cases, inform the police. 5. Take necessary action to prevent recurrence, through the curriculum, tutor groups, assemblies. 6. Record the incident on CPoms
<p>Verbal abuse (for example, derogatory name-calling, insults and racist jokes).</p> <p>Encouragement of others to behave in a racist way.</p> <p>Ridicule of an individual for cultural differences (eg. Food, music, dress, language)</p>	<ol style="list-style-type: none"> 1. Never ignore any form of racist abuse in the school. 2. Explain fully to the offender that racist abuse will not be tolerated. 3. Refer offenders to a member of the SLT. 4. Inform parents/carers. 5. Take necessary action to prevent recurrence through the curriculum, tutor groups, assemblies 6. Record the incident on CPoms
Racist graffiti.	<ol style="list-style-type: none"> 1. Report all racist graffiti to a member of the SLT. 2. If it is linked to graffiti in the local area, contact the police to see if they wish to be involved or for you to record or photograph it. 3. Otherwise remove it immediately, or where not possible to immediately remove, cover it temporarily. 4. Take steps to discourage its reappearance 5. Record the incident on CPoms
Wearing racist badges or insignia	<ol style="list-style-type: none"> 1. Never permit the wearing of racist badges or insignia. 2. Refer offenders to a member of the SLT. 3. Inform parents/carers. 4. Record the incident on CPoms
Bringing racist material such as leaflets, comics or magazines, or accessing racist materials on the internet	<ol style="list-style-type: none"> 1. Remove all forms of racist literature and material. 2. Control access to the internet. 3. Refer offenders to a member of the SLT 4. Inform parents/carers. 5. Record the incident on CPoms
Racist comments in the course of discussions in lessons.	<ol style="list-style-type: none"> 1. Never let racist statements go unchallenged. 2. Refer offenders to a member of the SLT 3. Inform parents/carers. 4. Take necessary action to prevent recurrence through the curriculum, tutor groups, assemblies. 5. Record the incident on CPoms

Attempts to recruit racist groups	<ol style="list-style-type: none"> 1. Report immediately to a member of the SLT 2. Interview the 'recruiter'. 3. Inform parents/carers. 4. In incidents of a particularly serious nature, inform the police and follow the School's Safeguarding policy and/or local Prevent procedures 5. Record the incident on CPoms
Refusal to co-operate with other people because of their race, colour, ethnicity or language.	<ol style="list-style-type: none"> 1. Explain that students should work collaboratively; that every student has the right to be included in the school's activities; that the school should not exclude any student on racial, cultural or linguistic grounds. 2. Refer persistent offenders to a member of the SLT 3. Inform parents/carers. 4. Record the incident on CPoms

For serious incidents, or repeated offences, the School reserves the right to invoke its Exclusions policy when considering appropriate sanctions.

Supporting the victim

The School will always take steps to support the victim and will ensure that they are not in any way penalised whether directly or indirectly for raising an incident. The School will closely monitor the situation to ensure that the harassment has stopped.

The School will always consider the circumstances and consider whether there are lessons to be learnt to avoid a similar incident arising again.

False or malicious allegations

Making a false allegation deliberately and in bad faith will be treated as misconduct and dealt with under the School's Behaviour policy.