



Dated: October 2018

Review Date: October 2019

Dealing with Racial Harassment

Our school is committed to promoting tolerance and fairness towards all members of staff, students, volunteers, children and parents/carers. We fully and wholeheartedly adhere to the spirit and detail of the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000, which outlaw discrimination against anyone on grounds of race, colour, nationality or ethnicity.

Preventing Racial Harassment and Discrimination:

Proactive steps can be taken to prevent racial harassment and discrimination, and the school believes that this is more effective than tackling a situation once it has already occurred. Therefore, alongside the procedures outlined later in this policy to deal with incidents of racial harassment and discrimination, the school will:

- Ensure that all children are valued, irrespective of their race, colour, nationality or ethnicity
- Encourage individuals to treat each other with respect, regardless of their race, colour, nationality or ethnicity
- Acknowledge the existence of racism in society and take steps to promote harmonious race relations in our community
- Promote good relations between different ethnic groups and cultures within the school and in the wider community
- Ensure that different cultural and religious needs are met, understood and communicated to all individuals involved in the school

Examples of Racial Harassment and Discrimination:

Racial harassment and discrimination can manifest itself in a variety of ways, some overt and others much less so. Some examples of unacceptable behaviour include:

- The use of patronising words or actions towards an individual for racial reasons – including name-calling, insults and racial jokes
- Threats made against a person or group of people because of their race, colour, nationality or ethnicity
- Racist graffiti or any other written insults or the distribution of racist literature
- Physical assault or abuse against a person or group of people because of their race, colour, nationality or ethnicity

Addressing Racial Harassment and Discrimination:

If a member of staff or a child becomes aware of an incident of racial harassment or discrimination occurring at the school, they will be encouraged to report the incident to the Manager or other senior member of staff.

Any allegation made against a member of staff or a child will be investigated thoroughly. The individuals concerned will be involved in discussion about why such behaviour cannot be tolerated, the school will make every effort to support all those involved in the incident and find ways to

increase understanding and tolerance.

Each incident will be fully investigated and details will be recorded in a separate section of the Incident Record Sheet.

In the case of children, incidents will be reported to their parent/carer and a course of action agreed upon to resolve the situation, in accordance with the provisions of the Behaviour Management policy. However, if a solution cannot be found, then the school may have to inform the child – and their parent/carer – that they are no longer able to attend sessions at the school, in accordance with the Suspensions and Exclusions policy.

In the case of staff, provisions within the Staff Disciplinary Procedure policy will be activated and a record of the incident will be kept and made available to statutory authorities if appropriate.

The Manager is responsible for ensuring that all incidents are handled both professionally and sensitively. All incidents will be kept confidential. In cases where the Manager is involved in an allegation, the Registered Person will handle the incident, or nominate a senior member of staff in their place.

In all cases, continued racial harassment or discrimination from any individual will result in exclusion from the school, where all other efforts have failed to provide a satisfactory resolution.

The School as an Employer:

As an employer, the school is committed to ensuring that the workforce reflects the multicultural community that it serves. To this end, the school will:

- Advertise job vacancies in a variety of media sources and outlets and in a variety of places
- Ensure that the school's human resource procedures prohibit racial discrimination and harassment, and investigate any concerns when this is suspected of failing
- Investigate any allegation of racial discrimination or harassment according to the provisions of the Staff Disciplinary Procedures and Behaviour Management policies
- Collect and monitor information about the ethnic background of the staff team and children.