

St Bede's School

Policy on Racial Abuse and Harassment

1 Introductory statement:

- St Bede's school is committed to eliminating unlawful discrimination and promoting equal opportunities and good race relations throughout all aspects of our provision.

2 Our school aims to:

- 2.1 Create a happy, positive, caring and orderly atmosphere in all school environments.
- 2.2 Promote co-operation, consultation and mutual respect between staff, pupils and parents.
- 2.3 Provide support for all children and families of our school community.
- 2.4 Develop in our pupils positive and responsible attitudes, towards others as well as themselves.

3 Responsibilities:

- 3.1 All staff have a responsibility to report any racial incident to the Headmaster.
- 3.2 The Headmaster will have responsibility for recording details of any racial incidents.
- 3.3 The Headmaster will ensure this policy will be readily available to staff, pupils, parents and visitors to the school so that all are aware of its contents and their responsibilities.
- 3.4 All staff will be aware of what constitutes a racial incident and will promote positive behaviour, equal opportunities and the celebration of diversity throughout the school.

4 The following definition is used throughout this policy:

- A **racist incident** (including abuse and harassment) is one which is perceived to be racist by the victim or any other person.

5 Anti-racist education:

- 5.1 The ethos of our school indicates that we value all members of our community. We encourage respect and consideration for others. We foster tolerance and sensitivity for the feelings and beliefs of others. This is our implicit policy.
- 5.2 Our school aims to be proactive and has an explicit and positive part to play with regard to multicultural and anti-racist education and this will permeate throughout the curriculum, including:
 - **Religious Studies** – pupils will be taught about the religions, festivals, traditions and customs of others and through this learn to respect differences.
 - **Citizenship / General Studies** – through discussions, assemblies and use of resources pupils are encouraged to look at feelings, attitudes, values and citizen responsibilities.
 - **History and Geography** – in this context pupils will learn more about themselves and their place in the world's past, present and future.
 - **Art, Music and Drama** – exposure to creative traditions of their own and other cultures will enable pupils to build greater awareness and tolerance of similarities and differences.
 - **Other Curricular Areas** – the study or exploration of any cultural element should also be recognised for the positive values and attitudes which they transmit to the whole school.

6 Procedure for logging a racist incident (including abuse and harassment)

- 6.1 The incident must be reported to the Headmaster.
- Action will be taken within the context of the school's behaviour and anti-bullying policies.
 - The perpetrator(s) will be made aware of the effect the incident has on the victim.
 - The parents of the perpetrator(s) may be informed of the incident.
 - The Headmaster may record the incident for monitoring purposes.
- 6.2 If deemed necessary, especially when a pattern emerges or ongoing issues are not suitably rectified, safeguarding procedures may be instigated including a Multi-Agency Response to provide a satisfactory outcome for all parties concerned.
- 6.3 With due regard for Keeping Children Safe in Education (May/September 2016) the school has laid down specific protocols within the Safeguarding Policy to deal with actions of abuse. Where a child is suffering significant harm, or is likely to do so, action must be taken to protect that child. Action should also be taken to promote the welfare of a child in need of additional support, even if they are not suffering harm or are at immediate risk. These procedures must be followed by all members of staff in order to:
- protect children from maltreatment
 - prevent impairment of children's health or development
 - ensure that children grow up in circumstances consistent with the provision of safe and effective care
 - take action to enable all children to have the best outcomes

7 Forms of racist incident (including abuse and harassment)

- 7.1 Incidents with a racial dimension could include the following (no particular order of priority):
- Physical assault
 - Racist graffiti
 - Derogatory name calling, insults and racist jokes
 - Racially offensive comments during a discussion
 - Bringing provocative and offensive racist materials to school
 - Wearing provocative and offensive badges and insignia
 - Verbal abuse and threats
 - Incitement of others to behave in a racist manner
 - Theft, damage to personal property
 - Ridicule and/or taunting
 - Threats and intimidation
 - Extortion
- 7.2 All incidents must be taken seriously.

8 Valuing all:

- 8.1 St Bede's School strives to ensure that everyone is valued as an individual regardless of race, religion, gender, disability, social class, nationality or any other real or perceived differences.
- 8.2 Each person in school (whether pupil, staff, parent, or visitor) should feel that he or she is treated with respect.