

Birchgrove Primary School



Where every child is a star!

Racist Abuse Policy

Chair of Governors Mrs Christine Salter
Headteacher Mrs S Morgan

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Racist Abuse Policy

A policy to deal with racist behaviour.

- *This policy is seen as an integral part of the Discipline, Behaviour, Anti-Bullying and Equal Opportunities of the school.*
- *The school believes that each child should grow and demonstrate understanding and respect for everyone in the community of the school, and in the wider environment.*
- *This is to be achieved by recognising two strategies to deal with racist behaviour.*

The implementation of a curriculum which:-

- Provides for the learning needs of all children in the school.
- Acknowledges the diversity of cultures from which the children come.
- Builds positive images of all ethnic groups and plans appropriately for the development of knowledge, understanding and positive attitudes for all in a multi-cultural society.
- The development of a strategy to eliminate any behaviour which is identified as racist.

This policy will be made known to, and implemented by, the Teaching Staff, Non-Teaching Staff, Governors, Parents and Children of the school and to anyone involved in any way on the premises of this school. Everyone will be made aware that racist behaviour will not be tolerated in the school.

A record of incidents, which are identified as racist behaviour in the school and the immediate environment will be kept and made available for the investigation and monitoring of racist behaviour. The Governing Body will be informed of the number and nature of the incidents every meeting by the Headteacher and details will also be submitted to the Local Authority every term.

The policy for dealing with racist behaviour will be monitored, reviewed and amended on a regular basis.

The school will be involved with and gain the help of other organisations to work together with the school to combat racism in any form.

Identifying Racist Behaviour.

Racist behaviour may be defined as any hostile or offensive act or expression by a person of one racial and ethnic origin against a person of another racial group or ethnic origin or any incitement to commit such an act:

- In a way that interferes with the peace and comfort of the offended person.
- So that the offended person fears for personal safety.
- So that the quality of life of the person offended is reduced.

The following categories of Racist Behaviour have been identified:-

- Physical assault against a person or group because of colour or ethnicity.
- Name calling.
- Spitting.
- Verbal abuse and threats.
- Incitement to others to behave in a racist way.
- Racist comments.
- Attempts to recruit others to racist groups.
- Ridiculing an individual for cultural differences.
- Refusing to co-operate with others because of their ethnic origin.
- Racist graffiti.

Guidelines for dealing with racist Abuse.

- Identify the racist behaviour.
- Report the behaviour to the Headteacher, Deputy Headteacher or any member of staff on the premises at the time.
- Deal with the perpetrator.
- Support the victim.
- Record the incident, who was involved, who reported it and the method of dealing with the offence.
- Deal with the impact of racist incidents in the whole school, bringing all to an awareness of the problem and involve the whole team appropriately, in the procedure to eliminate the behaviour.
- The Headteacher reports any incidents to the Governing Body every meeting and incident details sent to the Local Authority once a term.

Dealing with Racist Behaviour

Our learning curriculum will include activities to encourage respect for self and others. Parent consultation will be encouraged at all times so the school may work closely with the parents and involve them fully in the needs of the child.

Where adults are involved in racist behaviour then a more critical response will be given and possible intervention from other organisations will be called upon.

Physical Assault

- Report to the Headteacher or member of staff.
- Record incident in logbook.
- Discuss incident with both victim and perpetrator/s.
- The discussion must involve the victim as the offended party until proven otherwise.
- A plan of action will be drawn up to prevent recurrence.
- A full report will be made to the parents.

Spitting

- This will be treated in the same way as physical assault.

Name Calling / Verbal Abuse / Racist Comments

- Verbal abuse of all categories must not go unchallenged.
- All incidents must be reported to the Headteacher.
- Reporting of the incident will include the reports of both parties.
- The victim will be considered the offended party.
- Incident to be recorded in the logbook.
- A plan of action will be drawn up to prevent recurrence.
- Parents to be informed.

Incitement of Others to Behave in a Racist Way

- Report immediately to the Headteacher.
- Inciters should be interviewed.
- Record in logbook.
- Parents to be informed.

Refusal to Co-operate with Others Because of Race or Colour

- Explain to the offender the right of everyone to join in collaborative activities and the responsibility of all to exhibit positive attitudes/and appropriate skills in such activities. Full report to be made to the parents.

Racist Graffiti

- All racist graffiti must be reported to the Headteacher and should be removed immediately. Regular checks for graffiti should be made to discourage the re-appearance of graffiti.

Racist Badges / Literature etc

These items will not be permitted on school premises. They will be confiscated on discovery and returned to the owner at home time. Parents will be informed immediately.