



St George's C. E. Primary School



Dealing with Racist Incidents Policy

Approved by: Head Teacher

Date approved: April 2024

Review Date: April 2025

Vision Statement



Jesus said: 'Love each other as I have loved you'. John 15:12

Our school motto, 'EVERYONE matters, EVERYONE achieves' is at the heart of everything we do and believe.

At St George's Primary School, we aim to prepare the children in our care to become well-rounded members of society on their journey through school life and beyond. We strongly believe that children learn best and can achieve their potential when they are happy and content. We endeavour to provide a safe learning environment with a warm, welcoming atmosphere which creates a sense of belonging amongst the children, the staff, the families and the community. We embrace their individuality and diversity, always encouraging respect and acceptance of each other as equal human beings and celebrating our differences.

We have high expectations of the children and we work hard to support them to become the best that they can be. For our children to flourish, socially and academically, we aim to provide an outstanding education that is both challenging and inclusive. All children are encouraged to embrace the many opportunities and the support school provides, so that they become curious learners who are motivated and resilient with a 'Can do' attitude. Our aim is to provide the children of St George's with countless positive experiences, along with happy lifelong memories, from their time with us. We also have high expectations of attendance. We encourage families to be at school every day and to arrive on time in order to not miss any learning.

Through our supportive and inclusive Christian ethos, we are proud to foster our school values of kindness, respect, friendship, honesty, happiness, perseverance, forgiveness and responsibility, embedding these within everyday life at school. We believe that the emotional health and wellbeing of the whole school community is fundamental to the ongoing success of our school.

We aspire to make our school a place of excellence where we educate, nurture and value everyone; that ALL children will enjoy learning and achieve their potential in the 'St George's Way.'

'Let us always meet each other with a smile, for the smile is the beginning of love.'
Mother Teresa.

Aims

The aim of this policy is to provide guidelines for us to establish effective procedures for the reporting and recording of racist incidents. It will ensure that action is taken to support the victims of racism and to deal with the perpetrators appropriately.

We all have the responsibility to challenge racism at St George's CofE Primary School.

Definition

Our definition of race is that of The Equality Act 2010:

“any group defined by race, colour, nationality or ethnic or national origin, including countries within the UK and Gypsy or Irish Travellers.”

The Stephen Lawrence Inquiry report defines **racism** as:

“... conduct or words which disadvantage people because of their colour, culture or ethnic origin. In its more subtle form, it is as damaging as in its more overt form.”

Our definition of a **racist incident** is that taken from recommendation 12 of the Report of the Stephen Lawrence Inquiry:

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

Even if the victim of an incident does not complain, it should be treated as a racist incident if another person perceives it as such. Therefore, this should still be recorded.

Types of racist incidents

- Verbal
- Refusal to co-operate with others because of any of differences of colour, race, ethnicity, nationality, culture, religion or language
- Contact (physical)
- Organised racist activity
- Cyber
- Other
- Incidents outside school
- Incidents involving members of staff or visitors to school

Strategies to tackle racism

At St George's CofE Primary School, we are committed to tackling racism through:

Low-prevention strategies

- Embedding our school values as well as British Values (Key values - Individual Liberty, Rule of Law, Democracy and Mutual respect and tolerance).
- Having an ethos where pupils are actively encouraged to report behaviour of concern.
- Our RE schemes of work.
- Our PSHE scheme (PSHE Association).
- Monitoring of CPOMS entries with reports from racist incidents.
- Pupil and staff surveys.

Medium-prevention strategies

- Assembly themes
- Special themed days/weeks throughout the year celebrating diversity.
- Networking with other schools

High-prevention strategies

- A multi-agency approach to give appropriate support to victims and perpetrators.
- Liaison with the Multi-Cultural Development Team (MDT).
- Prevent Referral

We provide children with knowledge and understanding of the world in which they live and equip them with the life-skills needed to deal with racist incidents.

Dealing with Racist Incidents

No incident that is, or appears to be racially motivated, should go unchallenged and every member of staff has a responsibility for responding to the situation. They should make explicit that any racist behaviour is unacceptable and contravenes the school's policy, culture and ethos. If a member of staff is unable to resolve the matter, it should be referred to the Headteacher or member of SLT.

Racist incidents will be dealt with in line with the school's Behaviour Policy as well as the procedures outlined in this policy (See [Appendix 1](#)).

Where the perpetrator is a young person or pupil, staff should explain why racist behaviour is unacceptable. The following will be discussed with them:

- What are the reasons for their behaviour?
- Do they know what Racism is and the impact of their words and actions on the victim?
- Do they know the legal ramifications?
- Apology to the victim and understanding of the impact they have had on another person.

Support for the Victim

When dealing with racist incidents involving pupils or young people, staff will:

- Listen attentively
- Indicate they are pleased that the young person has been able to tell them
- Remain calm and reassuring
- Accept their language and terminology

Support will be determined based on the incident:

- Counselling
- Buddy support
- Promoting pride in their culture
- Reassurance

The parents or carers of all perpetrators and victims will be informed of the incident and action taken.

Racial harassment or any form of racist behaviour from any member of staff towards any pupil, young person, parent or another member of staff will not be tolerated and will be dealt with as a serious breach of the school's disciplinary procedure. When members of staff are found to have committed misconduct involving racial harassment, they will face disciplinary sanctions up to and including dismissal. Where there is an outside perpetrator, staff should inform the Headteacher.

Training

Racism has an impact on the whole school community and on the wider community it serves. There is regular and ongoing training and discussion of the issues and a sharing of the school's response amongst all staff, governors, pupils/young people and the local community. This common approach will include communication with parents/carers and community members and liaison with outside agencies. We will ensure that all those connected with the establishment are aware of the policy and procedures and have access to any related documentation.

Monitoring and Review

The Headteacher has overall responsibility for monitoring the recording and reporting of racist incidents. In collaboration with our Racist Incidents Champion Governor (Kim Sohier), they will analyse incidents from CPOMS on a regular basis. This analysis will inform reports to parents, Governors and the LA on an annual basis. The Headteacher will ensure that all staff read the Policy annually.

Dealing with racial incidents at St George's CofE Primary School:

1. Initial Response

Treat the issue seriously, respond immediately.

Reinforce rules on racism.

Focus on the perpetrator's behaviour (rather than the person).

Address underlying issues and make sure race issues are covered. Explain WHY it is a racist incident.

Support the victim and connect with both pupils' feelings.

2. Record

Take a statement from both parties involved in the incident.

Record on CPOMS under 'Racial Incident'.

Report to SLT – Sally Sixsmith will record on IRIS.

3. Further Response

Involve class teachers if not already involved.

Address the perpetrator's racist behaviour and correct racist misperceptions.

Reinforce the school's position and rules on racism.

Bring both parties together and give them a chance to be involved in the resolution.

Inform parents/carers of both the victims as well as perpetrators.

Update CPOMS with these actions.

4. General follow through

Follow through with appropriate measures to reinforce the school's position with individuals/as a class/year group or whole school via a discussion or assembly.

Sally Sixsmith to present monitoring returns to governors to ensure regular discussion and development of good practice. Governors to look for patterns and good practice.

Continue to encourage pupils to report and discuss racist incidents.

Use school council to promote good race relations.