

The Hills Academy

Racist Incident Policy

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POLICY

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1. Philosophy

The Hills Academy is a learning community characterised by empathy, understanding and harmony across ethnic, national and religious heritages, where diversity is nurtured, valued and celebrated. The school strives to prepare all children to live in a multi-cultural society by ensuring race equality in all aspects of school life.

Anyone who is aware that a racist incident has taken place is expected to tell a staff member who will deal with this according to the policy. Racist Incidents are a matter of partnership including all pupils, staff and parents. It is imperative that all parties are aware of the difficulties encountered in regards to bullying and acknowledge the Racist Incident Policy.

2. What is a Racist Incident?

The Hills Academy accepts The Macpherson Report's (1999) definition of a racist incident: *"an incident which has been perceived to be racist by the victim or any other person"*.

3. Legal Requirements

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. Before the Act came into force there were several pieces of legislation to cover discrimination, including the Race Relations Act 1976. The Equality Act 2010 replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations.

4. Specific Aims

- To avoid race discrimination before it occurs through education.
- To eradicate racism, xenophobia and discrimination on grounds of religion, ethnicity or ethnic heritage.
- To encourage every pupil to develop skills of non-violent conflict resolution.
- To encourage every member of the school community to contribute to reducing and removing violence and harassment from the school and to contribute to the achievement of harmonious relationships between people of different nationalities, religions and ethnic heritages.
- To foster attitudes of open-mindedness, empathy, understanding and respect between different ethnic heritages and the concept of global citizenship
- To recognise that all pupils are entitled to a multicultural and anti-racist education
- To create a community to which all members can feel they belong.

5. Practice

In order to continue our ethos of empathy, understanding and harmony at The Hills Academy we will ensure that:

- pupils, staff, parents/carers and visitors are made aware that racist harassment, bullying, abuse, graffiti and other racist behaviour, in any part of the school will be challenged and not be tolerated.
- pupils are empowered to report racist incidents within a framework that recognises the right of the child to be heard.
- the right of the pupil to involve an adult external to the school to express her/his perceptions is recognised
- all staff understand the procedures for dealing with and recording racist incidents.
- all staff are vigilant with regard to behaviour among pupils and will look out for, and respond appropriately to, incidents and reported incidents of bullying and harassment.
- pupils and parent/carers are involved in agreeing principles and procedures for dealing with racist incidents, including bullying and harassment, and are expected to play their part in dealing with such incidents
- recreation areas are safe and encourage and promote positive and co-operative behaviour among pupils.
- Within employment racist discrimination is eliminated and racist equality is promoted.
- a curriculum is promoted which is explicit in challenging racism.

The Hills Academy is committed to:

- taking immediate action following a racist incident, providing appropriate support for the person who has been the subject of a racist incident, intervening appropriately with the person who has initiated the incident and making it clear, where a racist incident has occurred, that it is unacceptable.
- discussing racist incidents with parents/carers and encouraging them to reinforce the school's anti-racist practices at home.
- logging all racist incidents (through My Concern) whether they are caused by racist motivation or ignorance or thoughtlessness. With some racist incidents, it may not be necessary to proceed to investigation. Others will require investigation and, where necessary, further action in accordance with the school's Behaviour Policy.
- providing regular training on the school's racial equality and racial harassment policies and procedures
- ensuring that failure to observe racial equality and racial harassment policies and procedures is covered in the school's Disciplinary and Grievance Procedures
- the Headteacher will oversee the recording and monitoring of racist incidents
- identifying a Governor to oversee the implementation of policy
- stipulating that external contractors adopt the school's Code of Practice on equality
- ensuring that supply and temporary staff are aware of and implement the school's policy
- stipulating that agencies providing supply teachers train their staff to enable them to implement the school's guidelines.

6. Reporting Racist Incidents

Reporting of a racist incident will be done through My Concern. Reported racist incidents need to be investigated thoroughly with each person involved. Upon completion of the investigation a letter explaining the incident will be sent to the victim and the perpetrator's parent/carer along with telephone call home and if necessary a meeting between school and parent/carer.

7. Monitoring and Evaluation

The recording of racist incidents will enable the school to identify patterns of behaviour whereby individuals or groups can be shown to be regular victims or perpetrators of racist incidents. All incidents seen to be racially motivated by any party will be recorded using My Concern. These will be monitored regularly by the Designated Safeguarding Lead, Senior Leadership team and the named governor who will provide the school with a picture of the frequency and nature of racist incidents and give some indication as to how effectively the school is combating such behaviour.

The school will provide termly, aggregated data to the Governing Body derived from My Concern. The Governing Body will use this, and any supporting information, to review the school's policy and practice on dealing with racist incidents.

Parents/carers will be informed of the school's policy and practice on dealing with racist incidents. The Governing Body will communicate aggregated data on racist incidents to parent/carers annually.

The school will provide aggregated information to the LA using the standard form issued annually.

8. Staff Training

Staff training will be provided as identified in the school development plan. Good practice elsewhere and relevant publications are discussed and shared. All new staff, both teaching and non-teaching staff are made aware of the policy.

9. Equal Opportunities

The Hills Academy is committed to working towards equality of opportunity for all children regardless of age, ability, gender, race and social circumstances. All pupils are of equal value and have the same right to take part in the varied activities and opportunities wherever possible.

Inclusion

There is a commitment to inclusive practice. Inclusion is the responsibility of everyone in the school. The Special Educational Needs and Disability Act 2001 provides a revised statutory framework for inclusion. It strengthens the right of children with SEN to attend a mainstream

