



Dealing with Racist Incidents Policy

This policy has been adopted by all schools within
The Golden Thread Alliance.

Date Approved	Spring 2024
Next Review Date	Spring 2025

Rationale

At The Golden Thread Alliance we recognise our responsibilities to promote good relations between pupils, colleagues, the Governing Body, parents, carers and the local community.

We deal with all racist incidents in a fair and compassionate manner.

This will be reflected through the organisation of the school and addressed in the curriculum and in areas beyond the curriculum.

All children in our schools within The Golden Thread Alliance deserve to feel safe during their time in and out of school. It is our duty to create a culture where every child feels safe, regardless of their ethnicity.

The Golden Thread Alliance and all its associated schools will always take allegations of racism seriously and will take appropriate, measured action within a no-excuses culture.

The Golden Thread Alliance Schools will not tolerate Bigotry, Hate, Discrimination, Bullying, Harassment!

A racist incident is...

Any incident that is perceived to be racist by the victim or any other person. Educational institutions should not ignore any form of racist incidents in schools. Schools must have a clear policy, which identifies expectations of how staff will react to racist incidents. In every incident, a consistent process shown in the equality strategy, must be observed by all staff involved with the school.

There is an expectation that all conversations, statements and communication with parents and carers or third party agencies are recorded on CPOMs.

The following actions are recommended in all cases:

- Refer pupils to the Headteacher/Head of School
- Inform parents and carers by letter
- Consider appropriate sanctions including fixed-term suspension/permanent exclusions
- Offer support to the victim and counselling to the perpetrator
- Record the racist incident on CPOMs
- Complete a racist incident form for the Local Authority ready for annual collection
- Monitor for patterns – groups repeat victims/perpetrators
- Take necessary action to prevent recurrence, through the curriculum, class groups, assemblies, outside and visiting speakers

Incitement for others to behave in a racist way:

- Talk to the victim, collect and record evidence and record on CPOMs
- Write to parents and carers informing them of the incident
- Advise the victim of support groups

- Consult with victim and find outcome they desire and then inform victim of outcome of action taken
- Keep incident log and monitor for pattern developing
- Interview the perpetrator and collect and record evidence
- First incident: inform parents and carers by letter and a phone call
- All subsequent incidents, invite parents and carers into school to meet with the Headteacher/Head of School
- Inform the Governing Body through the Headteacher/Head of School report
- Seek Trust and Local Authority support (Deputy Chief Executive Officer, Executive Headteacher, Inclusion Support Services) if appropriate.
- Inform the police, if appropriate
- **Two day fixed-term suspension or permanent exclusion**

Physical Assault against a person or group because of colour and/or ethnicity:

- Talk to the victim, record and log incident
- Offer counselling/peer support
- Inform parents and carers of incident
- Parents and carers of the victim being made aware of victim support agencies
- Involve the Chief Executive Officer or Executive Headteacher
- Interview the perpetrator
- Invite parents and carers into school
- Inform the Governing Body through Headteacher/Head of School report
- Inform Local Authority via types of racist incidents pro-forma
- Work with support agencies to modify perpetrators behaviour
- If persistent or severe (if leaves a mark or draws blood) inform police
- **Three day fixed-term suspension or permanent exclusion depending on the nature of the incident**

Derogatory name calling, insults, racist jokes and language

- Talk to the victim and log the incident
- Offer counselling/peer support
- Inform parents and carers
- Interview the perpetrator
- Record and log incident
- Inform parents and carers
- Agree behaviour plan in line with the school's behaviour policy
- **If incident is persistent, consider two day fixed-term suspension**

Racist Graffiti:

- Report to the Headteacher/Head of School
- Photograph
- Remove immediately
- If perpetrator is known contact parents and carers
- Regular checks to be made by site team/caretaker to ensure no repeat occurrences
- **Two day fixed-term suspension**

Provocative behaviour such as wearing racist badges or insignia. Educational institutions should never permit the wearing of racist badges or insignia:

- Remove the item
- Inform parents and carers
- If perpetrator refuses to remove item, **two day fixed term suspension**
- Inform the police
- Inform the Local Authority

Bringing racist material such as leaflets, comics, magazines or computer software into school and/or using the school's computer systems to access and distribute racist material. Educational institutions should never permit racist literature and materials to be brought into school:

- Zero tolerance
- Confiscate
- Inform parents and carers
- Inform the police
- Inform the LA
- **Two day fixed-term suspension**

Verbal Abuse and Threats:

- Inform parents and carers of the victim
- Inform parents and carers of the perpetrator
- Inform the police
- **Two day fixed-term suspension**

The use of racist comments in the course of discussions in lessons, including ridicule of an individual for cultural or religious differences e.g., food, music, dress, worship patterns etc:

- Record incidents to see if a pattern emerges
- Use as teaching opportunities to challenge racism and stereotypes
- Provide whole school training for colleagues, pupils and the Governing Body
- Inform perpetrator's parents and carers in writing
- **If incident is persistent, consider two day fixed suspension**

Attempts to recruit other pupils to racist organisations and groups:

- **Three day fixed-term suspension**
- Inform the police
- Inform the Local Authority

Refusal to cooperate with other pupils because of their race, colour and or ethnicity:

- Whole school approach about tolerance

- Offer counselling to victim
- If perpetrator persists and a pattern emerges and there is proof of racism, consider **two day fixed-term suspension**

Any other behaviour that is deemed racist by the victim will be dealt with appropriately following the above guidelines.