



# Oakgrove School

## **Preventing and Dealing with Racist Incidents Policy**

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## **ADOPTION AND AMENDMENTS TO RACIAL INCIDENT**

Written September 2009

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, or cause offence to any other person for any reason. Community members are all individuals, but are also members of a community where it is possible to learn from each other and celebrate the culture and beliefs of each person. Although policies on behaviour and bullying already exist in the school, at Oakgrove we are committed to dealing effectively with incidents of racism.

### **What is Racism?**

At Oakgrove School we use the definition used by the Crown Prosecution Service which defines a racist incident as:

*“Any incident/crime which is perceived by the victim or any other person to be motivated by hostility or prejudice based on a person’s race or perceived race.”*

Racism is not just about intentional attitudes or behaviour. A lack of intention does not stop the impact of racism being felt by individuals and communities. It is important to recognise that racist incidents are often complex and interrelated with other events and may involve group as well as individual behaviour. In any circumstances, racism is unacceptable and must be dealt with effectively and with sensitivity.

### **Aims**

- To establish, in unequivocal terms what constitutes a racist incident, and sharing this with all members of the school community through assemblies, V+E and humanities curriculum.
- To create a climate where people are able to speak openly about their experiences.
- To agree an agreed procedure for dealing with racist incidents, and ensuring that all members of the school community are aware of the procedure.
- To establish a rigorous monitoring system to record all incidents and subsequent action.
- To keep a formal record of all racist incidents and to report on the nature and frequency of any racist incidents termly to the Local Authority.

### **Examples of obvious racism**

- Racist comments, name-calling, chants and jokes.
- Imitating accents.
- Racist graffiti, cartoons or any other written insult.
- Bringing into school racist materials such as badges and literature or any attempt to recruit people into racist organisations.
- Threatened and physical assault against a person or group because of colour or ethnicity.
- Isolating people because of colour or ethnicity.

### **Examples of less obvious racism**

- Unacceptable stereotype views and images.

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- A curriculum that does not acknowledge racism and thus perpetuates it.
- Not following up racist incidents vigorously, thus condoning it.
- Staff not being fully aware of how racism and stereotyping may affect the decisions they make.

### **Prevention**

All members of the Oakgrove community are actively encouraged to report all incidents involving racism. Oakgrove School will actively work towards the prevention of racist incidents

through:

- The utilisation of the Equality Policy (2010).
- The delivery of assemblies and preparing students for Life in Modern Britain.
- The inclusion of Racism as part of the rigorous work the school carries out with regard to anti-bullying.
- Inclusion into the delivery of Values and Ethics at each Key Stage.
- The delivery of a curriculum which recognises and celebrates diversity.

### **Success criteria**

Success will be achieved when:

- All incidents of a racist nature are reported and investigated consistently and thoroughly.
- Members of the school community have a shared perception of what is racism and the consequences of being involved in a racist incident
- Procedures for dealing with racial incidents are recognised as fair and appropriate by students and their parents/carers and other agencies.
- The school is an inclusive environment for all.
- The number of racist incidents declines over time.

### **Active responses**

- It is important that there is a prompt response to each racist incident.
- Staff will emphasise that the school has appropriate procedures and that there will be a structured follow up to the allegation or incident.
- Staff will make a written record of details in relation to any incident seen or reported to them instantly.

Staff will ensure that any additional information is attached to the written record before submitting to the relevant Learning Co-ordinator in person.

- Once recorded, racist incidents must be reported to the SLT designated teacher, or the Headteacher for further investigation.
- Both the alleged victim and perpetrator need to be interviewed by the Learning Co-ordinator to establish the facts.
- It is likely that additional witness statements will be required.

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- During the investigation staff will apply the definition of racism adopted by the school and will reinforce the expectation that racism in any form will not be tolerated.
- Parent/carers will be informed of the incident by the Learning Co-ordinator and reminded of the procedures that follow.
- After investigation, action will be taken in line with the Behaviour Policy and Equality Policy.
- All incidents that are reported will be logged on MyConcern. The Local Authority will also be informed.
- Proven incidents of racism will be filed in the perpetrator's school file.
- Information will be disseminated through the pastoral structure to the necessary individuals.
  - Senior Leadership Team
  - Learning Co-ordinator
  - Tutor
  - Reporting member of staff
- Allegations made against staff involving racism must be passed onto the SLT designated teacher or the Headteacher for immediate investigation.

### **Referral Routes**

1. Incident observed by a member of staff or an incident is reported to a member of staff.
2. Member of staff makes a written record of the incident with as much detail as possible but being careful not to prompt responses.
3. Learning co-ordinators carry out initial assessment and interview the alleged perpetrator, victim and any witnesses. Statements are gathered.
4. Initial written account and statements are forwarded to the SLT designated teacher or Headteacher for further investigation.
5. Parents/carers are informed.
6. All incidents are reviewed half termly at Senior Leadership Meetings.
7. All incidents are logged on MyConcern.

### **Support processes**

- Treat all claims seriously.
- Make certain that the victim is fully informed of the procedure and the subsequent chain of events.
- Explain the action that will be taken and state the School's position regarding racism and racist behaviour.
- Talk through the incident. All involved must be interviewed.
- Establish counselling and support as appropriate.

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**Recording events**

- All incidents where there is a perception that racism is involved must be recorded and reported to the SLT designated teacher or the Head Teacher.
- The incident will be logged on MyConcern and will include subsequent procedures used and sanctions imposed.
- Remember that records may be required by other professionals, (social services, police, etc.).
- Any example of racism perpetrated by a member of staff will treated as a serious disciplinary matter and will be investigated by the Headteacher or an appropriate committee of the Governing Body.
- Serious incidents should be reported to Governors by the Head Teacher e.g. physical violence, repeated harassment, and links with racist groups. The Headteacher will also inform Milton Keynes Authority as appropriate (refer to the Equality Policy).

**Failure to respond appropriately may be seen as condoning the incident.**