

# Racial Harassment Policy

There is neither Jew nor Greek, there is neither slave nor free, there is no male and female, for you are all one in Christ Jesus.

Galatians 3:28



At The Cathedral Catholic School we are safe and cared for; we make Christ known and loved, using his example to strive for excellence in all we do. In close partnership with parents and the parish of The Cathedral and St Thomas More, we aim to deliver an outstanding and distinctive Catholic education with Christ at its heart.

Each person's unique value is recognised and nurtured so that, through God's grace we can grow, learn and realise our full potential. We use our gifts and talents for the glory of God and in the loving service of others, proclaiming the Gospel and striving for the values of the Kingdom of God.

We profess our faith proudly and recognise that we are called to a loving relationship with God through the sacraments, scripture and prayer

The Cathedral Catholic Primary School recognises that racial harassment has significant and far reaching effects on individuals and their families. All schools will experience racial incidents or harassment at some time. It is essential that we know how to recognise when these incidents happen and how to respond to them effectively.

Our aim is to eliminate all forms of racism. In order to achieve that aim we have to be confident and clear about what we do, not only to prevent racism, but also to address it when it occurs.

#### Definition of Racial Harassment and Racist Incident

Racial harassment may be defined as the repeated use of any words or actions towards an individual or group, whether present or not, which makes a person feel frightened, humiliated, ridiculed and/or undermined in self confidence and self-esteem because of their race, colour, ethnic group or nationality. Racial harassment includes prejudice and racial stereotyping.

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

Racial means of any colour, race, nationality, or ethnic or national origins.

Incident ranges from personal abuse, harassment, threatening behaviour, graffiti through to crimes such as damage, assault and arson.

In school this may manifest itself in the following ways:

- physical assault against a person or group because of their colour, ethnicity or nationality;
- use of derogatory names, insults and racist jokes;
- racist graffiti;
- provocative behaviour such as wearing racist badges or insignia;
- bringing racist material to school;
- verbal abuse and threats;
- incitement of others to behave in a racist way;
- racist comments in the course of discussion;
- ridicule of an individual for cultural differences eg food, music, religion, dress etc.
- refusal to co-operate with others because of their colour, ethnic origin or nationality;
- written/ electronic derogatory remarks.

#### Responding to Racist Incidents

The principles:

All members of the school community, including staff, pupils, parents, carers, governors and visitors, have a right not to experience racism at school, whether or not this is directed at them.

The Cathedral Catholic Primary School has a strong prevention strategy in place which involves policies and procedures, training for all staff, curriculum work and an ethos in which pupils are encouraged and enabled to report all behaviour that is of concern, including bullying and harassment.

The Cathedral Catholic Primary School expects that all staff, governors, pupils, parents, carers and visitors will challenge, record and report observed or reported incidents of racial harassment.

Some incidents may appear minor; however it is important to log them. Repeat incidents often mean that earlier incidents assume greater importance and together constitute systematic harassment which may require different actions than a single racist incident.

It is the responsibility of all staff, including supply staff, to investigate any report of racial harassment. Staff induction covers the school's policy and procedures for dealing with racist incidents and all staff receive regular training in dealing with racial harassment and protecting and supporting victims and perpetrators. The process for reporting incidents is outlined in Appendix A. All incidents will be recorded on a log sheet and will be passed on to the Head Teacher

Parents/carers may report incidents to any member of staff, but the Head Teacher has overall responsibility for ensuring that they are dealt with effectively and within an appropriate timescale. The Head Teacher will take active steps to protect staff and pupils from racist bullying or harassment and to prevent incidents from recurring.

All incidents and their resolutions are regularly reported to the Governing Body. The Governing Body reports all incidents to the LEA, along with action taken.

Racist incidents and complaints of racial discrimination and racial harassment are monitored by the Governing Body and the effectiveness of any action taken to address incidents is assessed.

**This policy will be reviewed every 3 years**

## **Appendix A**

### **The Process**

All staff are expected to take action for any reported incidents of racial harassment, to determine whether the allegation is founded and if so on the appropriate course of action.

#### 1. The incident is low level or unintentional.

- The Racist Incident Log is completed (in the back of the serious incident) and passed to the Head Teacher.
- Normal classroom sanctions are applied. Opportunity is taken to explain to the individual and the whole class (if appropriate) why the action is being taken.

#### 2. A repeated low level incident. Incidents that are characterised by intent to hurt or humiliate.

This may include derogatory remarks, ridicule or refusal to co-operate because of colour or ethnic origin.

- The Racist Incident Log is completed and passed to the Head Teacher.
- Sanctions are applied. This may include missing playtimes and writing a letter of apology to the victim. Parents of the victim and the perpetrator are informed.

#### 3. Serious incident.

This includes any physical assault against a person because of their colour or ethnicity or nationality. It also includes incitement of others to behave in a racist way.

- The Racist Incident Log is completed and passed to the Head Teacher.
- Parents of the victim and the perpetrator are informed.
- A meeting is arranged to discuss an action plan and sanctions with the pupil and their parents and appropriate staff.