

# Church Lane Primary School and Nursery School

## Racist Incidents Policy

### **Dealing with and Handling Racist Incidents in School**

The Race Relations (Amendment) Act 2000 requires that we take active steps to eliminate unlawful racial discrimination, to promote equality of opportunity and to promote good race relations between persons of different racial groups.

We take a positive approach to this duty through our equality policy and taking steps to build cohesive communities through our curriculum, teaching practices and staffing arrangements.

However, in the event that racist incidents take place in school, we have a duty and responsibility to deal with these effectively.

A racist incident is defined as 'any incident which is perceived to be racist by the victim or any other person'. The definition is such to prevent pre-judging the circumstances and nature of the offence.

Racist behaviour can manifest in various forms, for example:

Physical assault

Physical intimidation

Verbal abuse

Insensitive/inappropriate remarks

Racist graffiti

Written comments/drawings

Abuse of/damage to personal property

Non-cooperation/disrespect

In dealing with and handling any such incidents that might arise, we work to the guidance in the Lincolnshire County Council handbook. This defines levels of offence, and the appropriate body to handle them. Lower level incidents we will handle within the school. However, incidents which are defined as crimes, we are duty bound to report to the Police Authority.

In following these procedures, we will record all racist incidents that are investigated, and any actions undertaken.

### **Reporting Racist Incidents**

We make available a reporting form to any member of the school community so that any racist incident may be reported to us.

### **Reviewing Reports Received**

Upon the receipt of a reported possible racist incident, the Headteacher and management of the School will determine with immediate priority whether the incident constitutes a matter of child protection (the determination is whether the child or young person is likely to suffer 'significant harm' – as defined by The Children Act 1999). If the issue is of child protection, it would be immediately referred to relevant school staff member responsible for such issues, and procedures followed as determined in the Lincolnshire School Administration Handbook.

If the incident does not constitute a child protection issue, then an internal investigation will take place to establish whether the incident occurred, and whether the motivation was racist. Upon determination, and conditional on the severity of the incident, the school will take appropriate action with both the victim and the perpetrator and involve outside agencies as appropriate.

Where relevant, other policies within the School may be used to handle any alleged incidents. Our Bullying Policy, Child Protection Policy and staffing procedures are all related. Full details of procedures, monitoring forms and processes, and further guidance are found in the Lincolnshire County Council guidance for schools on 'Dealing with and handling racist incidents in School' (2006) and the School Administration Handbook.

Review date: July 2022