

WHITEFIELD COMMUNITY PRIMARY SCHOOL

POLICY ON RACIAL HARASSMENT

Rationale for the Policy

- Race Relations Act (1976)
- The Human Rights Act (2000)
- The Recommendations of the Stephen Lawrence Report (1999)
- Bury Metro Policies and Procedures for Education Establishments relating to Harassment at Work (County and Controlled Schools) (1996)
- Other relevant school policies (Positive Discipline, Anti-Bullying etc).

Harassment at work is any behaviour, deliberate or otherwise, directed at an individual or group of people, that is found to be offensive or objectionable to the recipient, and which might threaten an employee's job security or create an intimidating environment for an employee. In addition, any interaction between two or more people which is acceptable to both parties will nevertheless be considered to be harassment if they cause harassment or offence to others.

Racism, in general terms, consists of conduct or words or practices which advantage or disadvantage people because of their colour, culture, faith or ethnic origin. Its more subtle form is as damaging as its overt form.

Institutional racism involves the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, faith or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwittingly prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage ethnic minority people.

An incident of racial harassment for the purposes of this Policy is defined as any incident which is perceived to be racist by the victim, or any other person.

A Policy is necessary because:

- Racism and racial harassment exist and are issues for all schools, including Whitefield Community Primary School.
- Such behaviour prevents equality of opportunity and causes disadvantage.
- Such behaviour leads to emotionally damaged individuals and ultimately an emotionally-damaged society.
- It is the responsibility of Whitefield Community Primary School to prepare young people for living in a multi-ethnic society.

Aims and Objectives

Whitefield Community Primary School:

- Is committed to preventing racial harassment within the school community.
- Is committed to opposing any form of racism and racial harassment.
- Is committed to monitoring and reporting all incidents of racial harassment.
- Aims to support any victim of such incidents.

Guidelines

- This Policy covers all staff, pupils, governors and visitors.
- Whitefield Community Primary School will actively cherish and celebrate different cultures and reflect this across the whole curriculum.
- At Whitefield Community Primary School we will seek to purchase appropriate multi-cultural and anti-racist resources.
- It is the responsibility of all staff to recognise harassment and to take steps to eliminate it within the agreed procedures.
- When appropriate an incident will be referred to an Authority Racial Harassment Reporting Centre. Victim Support may also be contacted.
- The school will support training on racism and racial harassment for all staff.
- As a school, we will treat all reported incidents of racial harassment seriously and investigate thoroughly.
- Incidents within school are reported in the termly Report to Governors.
- The named senior person responsible for monitoring racial harassment will receive appropriate support and training. This will be the Headteacher.
- All incidents of racial harassment will be recorded using the Bury Education Service Racial Harassment Form (Form RH1). This Form will be accessible to all staff.
- Parents and guardians of all pupils who have been involved in serious or repeated incidents of racial harassment will be kept informed of the incidents and any action taken.
- Victims of racism and racial harassment need support. It may be appropriate to make use of one or more of the following: counselling, peer support, mentoring and School Councils.
- Victims should have the choice of seeking individual support from a member of staff they feel comfortable with.
- Under no circumstances will any act of racial harassment be condoned. Any perpetrators will be dealt with appropriately.
- Any action will be in line with Bury Metro's Policy and Procedures for Educational Establishments Relating to Harassment at Work and Whitefield Community Primary School's Positive Discipline Policy and Anti-Bullying Policy.

BREACHES OF THIS POLICY WILL BE DEALT WITH ACCORDING TO THE PROCEDURES LAID DOWN IN OUR MORE RECENT RACE EQUALITY POLICY.

The procedures are as follows:

- The member of staff present at the time speaks to the child.
- If an incident occurs at lunchtime, the Mid-day Supervisor informs the classteacher and the classteacher speaks to the child(ren).
- The Headteacher is informed of the incident and where appropriate, the incident is recorded on the RH1 Form.
- The Headteacher informs the parents at an informal level.
- Where an incident is repeated, the Headteacher speaks to the child(ren) and the incident is recorded on the RH2 Form.
- If a more serious breach of the policy is identified then the Headteacher is involved immediately.
- The Headteacher speaks to the parents more formally.
- Where a child is involved in racist incidents regularly and speaking to them and their parents is not resolving the issue, the Headteacher will lodge the school's concerns in writing.
- The Headteacher considers exclusion in serious cases.
- If a member of staff is the perpetrator of a racist incident, then the Headteacher will be informed immediately and appropriate steps taken depending on the nature of the incident.

The school has conducted an impact assessment on the effects of this Policy on:

- a. pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of such pupils;
- b. monitor, by reference to their impact on such pupils, staff and parents, the operation of such policies including in particular, their impact on the attainment levels of such pupils.

This Policy will be reviewed in two years time.

Maura McGoldrick

Headteacher

27/01/03

Amended May 2004