



St Mark's C of E Academy Policy

Policy Title	Racial Harassment	Version No	1
Rationale	<p>The purpose of this policy is to give practical support and advice in challenging and dealing with racist incidents.</p> <p>St Mark's Church of England Academy welcomes the breadth and diversity of tradition, belief and culture of its educational communities. It seeks to create, maintain and promote an education service in which each person has an equal entitlement to high quality educational opportunities irrespective of race, religion, gender, disability or social background.</p> <p>To support this, the Academy believes that staff and students should learn in a safe and supportive environment. This applies to all members of the St Mark's Church of England Academy community.</p>		
Policy Statement	<p>What is racist behaviour?</p> <p>The Commission for Racial Equality defines racist behaviour as:</p> <p>"any hostile or offensive act by a person of one racial group or ethnic origin against a person of another racial group or ethnic origin, or any incitement to commit such an act in:</p> <ul style="list-style-type: none">• such a manner that it interferes with the peace and comfort of the aggrieved person• that the person aggrieved fears for their safety• that the quality of life of the person aggrieved is reduced." <p>Racist behaviour is damaging to society in general and to those groups and individuals towards whom it is directed in particular. Racial harassment is a particularly direct and often violent form of racism. It can take place in any school, regardless of the number of pupils from different ethnic backgrounds on the roll. St Mark's have a duty to promote good relations and mutual respect and tolerance between different racial groups. This document has a more narrow focus in terms of the way in which behaviour should be challenged and reported.</p> <p>Racist incidents</p> <p>A Racist incident is deemed to be:</p>		

“any incident that is perceived to be racist by the victim or any other person”

The following are examples of racist incidents, which may involve students, students, and staff. If they occur they should be dealt with and recorded.

Disrespect and non co-operation

- ridicule of an individual's cultural difference, e.g. food, music, dress, language etc.
- showing ignorance of a person's cultural practices, in a way which makes the person feel uncomfortable, belittled or harassed
- refusal to co-operated with other people because of their ethnic Origin

Verbal harassment

- derogatory name calling, insults and racist 'jokes'
- racist comments in the course of discussions
- verbal abuse and threats

Physical harassment

- violent attacks or physical intimidation of children and adults of different ethnic backgrounds

Other incidents

- damage caused to a person's property which is racially motivated
- provocative behaviour such as wearing racist badges or insignia
- racist graffiti
- bringing racist materials such as leaflets, comics or magazines into the school
- attempts to recruit other pupils and students into racist organisations
- incitement of others to behave in a racist way

All incidents need to be acknowledge and talked through

The following is a suggested approach for dealing with specific incidents:

- acknowledge the incident, expressing disapproval
- give support to the victim, apologise for the incident
- identify the racist behaviour
- counsel the perpetrator while maintaining pastoral support
- explain to those responsible as well as any onlookers what is unacceptable about the incident
- consider appropriate action from the range of sanctions outlined in the Academy Behaviour for Learning policy,
- refer the incident to the relevant Pastoral Manager
- ensure that the relevant racist incident report form is used
- all staff must treat racist incidents seriously and inconsistently

	<p>Where the perpetrator of the incident is a member of staff, the appropriate disciplinary procedures should be invoked.</p> <p>Curriculum</p> <p>Students should be given the opportunity to discuss racism and racist incidents in appropriate curriculum time that they are sensitive to its causes and effects.</p> <ul style="list-style-type: none"> • departments must review the curriculum offer to ensure that racism is challenged and not inadvertently reinforced • departments must ensure that display reflects a positive attitude towards people from all backgrounds <p>Recording and Monitoring</p> <p>Effective monitoring will enable the Academy to gain a full picture of the nature and frequency of abuse and to measure the effectiveness of any strategies put in place to prevent its occurrence.</p> <p>St Mark's Academy will therefore:</p> <ul style="list-style-type: none"> • refer all incidents of a racist nature to the Pastoral Manager • where an incident is serious, inform parents of its nature and the action taken • provide information to the Governing Body on a regular basis
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Staff Responsible		LPE	
School Group Responsible		Standards	
Date approved by Government body	September 2009	Review Date	September 2010