



ANTI-RACIST POLICY

1. Introduction	1.1 This policy has been discussed and accepted by all the schools in the Shepton Mallet Federation
2. Aims	<p>2.1 Oakhill Church of England Primary School is committed to Racial Equality and Justice and will tackle all forms of racism, prejudice, harassment and discrimination</p> <p>2.2 Within this school we want:</p> <ul style="list-style-type: none"> • ALL children and staff to feel safe to learn, play or be with others. • ALL children, staff, parents, carers and visitors to be treated fairly, with respect and dignity <p>2.3 We will not accept any form of racist behaviour or harassment whether the individual meant to be racist or not</p>
3. Definition	<p>3.1 Racist behaviour or harassment is any unpleasant or bad behaviour against others because of their skin colour, religion, language or cultural background</p> <p>3.2 Different types of harassment or behaviour are:</p> <p>3.2.1 Physical: hitting, kicking, spitting taking or damaging belongs and threats of violence</p> <p>3.2.2 Verbal or visual: name calling, insults, teasing, making fun or jokes about etc (including graffiti, leaflets, magazines, comics, book badges)</p> <p>3.2.3 Indirect: excluding (leaving out on purpose), humiliating, spreading nasty rumours, laughing at etc</p>
4. Ethos	4.1 We want children and adults to tell us if they have a problem with racist behaviour and what they say, will be taken seriously. We will try to make sure that those who deal with the problem understand and take care in handling the issues
5. Reporting and recording racial incidences	<p>5.1 Incidences falling into type 1 and 2 must be recorded and forwarded to the LEA. (Appendix A. Racial Harassment Incidence Form)</p> <p>5.2 Incidents in type 3 should be monitored at school level. Only when there is a repetition of incidents by the same offender/s or a pattern of incidents against a victim should these be recorded and reported</p>

	5.3 Intentional harassment is now an offence under the Criminal Justice and Public Order Act 1994
6. Reading	6.1 This policy should be read in conjunction with the LEA Anti Racist Policy Procedure guidelines 6.2 We want to STOP RACISM

Signed:.....

Date:.....

APPENIX A

If you are racist or racially harass someone the school will handle the incident in the following way:

REPORTED TO

INVESTIGATED AND
CONFIRMED

Physical violence - Type 1

APOLOGY
FROM
OFFENDER

Type II

FIRST WARNING

LETTER TO PARENTS

DEALING WITH
OFFENDER

SUPPORT FOR
VICTIM

SECOND WARNING

PARENT INVITED TO SCHOOL

INFORM
RELEVANT ADULTS

MONITOR
EVALUATION

EXCLUSION FROM SCHOOL

FOLLOW UP IN SIX
MONTHS

APPENDIX B

RECOGNITION OF RACIST INCIDENT (Commission for Racial Equality guidelines)

<u>Type of Incident</u>	<u>Level</u>
Physical attacks of a racist nature	1
Physical threats of a racist nature (including damage to property)	2
Verbal abuse including name- calling, racist jokes and offensive mimicry (intentional and repeated)	2
Incitement of others to behave in a racist way	2
Racist graffiti or any other written insults	2
Provocative behaviour, such as the wearing of racist badges or insignia	2
Bringing of racist materials, such as leaflets, comics or magazines into the school/centre including accessing materials from INTERNET	3
Refusing to work with excluding or undermining other people because of their ethnic origin or background	3
Verbal abuse, including name-calling, racist jokes and offensive mimicry (unintentional/one-off)	3
Any disrespect towards differences, eg. food, music, dress or customs	3
Comments of a racist nature unrelated to the immediate subject matter in the course of discussion during learning activity	3