



GILLINGSTOOL PRIMARY SCHOOL

Inspire ~ Believe ~ Achieve



RACIAL HARRASSMENT GUIDANCE

Signed ... 

Name: Dave Llewellyn

Chair of Governors

Date: March 2024

Signed 

Name: Caroline Carter

Headteacher

Date: March 2024

Rationale

Racism encompasses the explicitly negative beliefs and intentionally offensive violent behaviour but it also summarises attitudes, procedures and social patterns whose effect is to create and maintain power, influence and well-being of one ethnic group at the expense of another. It affects a wide variety of groups who find themselves discriminated against on the grounds of culture or colour. All forms of racism are totally unacceptable.

Racial Abuse and Harassment

Examples of racist behaviour may include:

- (a) Physical assault or making threats because of colour or ethnicity
- (b) Derogatory name calling, insults and racist jokes
- (c) Racist graffiti or other written insults
- (d) Provocative behaviour - such as the wearing of racist badges
- (e) Bringing racist material - such as leaflets, comics or magazines into school
- (f) Racist comment in the course of a discussion or lesson
- (g) Attempts to recruit to racist' organisations or groups

These are just examples and not an exhaustive list. Any incident will be considered carefully with full regard for the School's Behaviour Policy and the School's Beliefs.

These actions are unacceptable and should they occur we should: -

- (a) Deal with the perpetrator (child) by explaining the wrong done and possibly informing the parents. Punishment is to be in line with the schools discipline and behaviour policy. Should the perpetrator be a parent then depending on the outcome of a meeting with the Headteacher and/or the Chair of Governors, the school reserves the right to inform the Police. Should the perpetrator be a member of staff then they will be summoned to a Governor's disciplinary meeting. Again, the school reserves the right to inform the Police.
- (b) Aid and support the sufferer, explaining the action taken to deal with the perpetrator and expressing our attitude towards such behaviour, possibly contacting the parents.
- (c) Deal with the impact of the incident upon the school, perhaps by using assemblies or curriculum input.
- (d) Monitor racist acts/incidents and complete a record of incidents and action taken by recording on CPOMS and completing the Local Authority Inequalities Reporting Form. This will be reported to the Governors on a termly basis
- ~~(e) Inform SARI of any racist incident and act upon their advice.~~

Conclusion

It is the responsibility of all members of staff to work to ensure that Gillingstool Primary School is free from racism and racist attitudes. All learning in school should actively promote racial equality across the full range of the curriculum and other school activities.