



# Penn Hall School

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## Racial Harassment Policy

2009-2010

**Review Date:** \_\_\_\_\_

## PENN HALL SCHOOL

### RACIAL HARASSMENT POLICY

This policy is written in accordance with the current Wolverhampton LEA 'Guidance to Schools on Racial Harassment'.

Penn Hall School is committed to providing a safe and caring environment free from any form of harassment.

Racial Harassment can be considered as 'an unwelcome and hostile act carried out on racial grounds' – The Commission for Racial Equality.

In school many incidents stem from name calling and comment concerning cultural differences between pupils which can escalate into racist language. Very young children or others with learning difficulties may not understand the terms they use but recognise their power to upset or provoke. It is important to make it clearly understood how hurtful such language is and why it should not be used.

Early intervention is essential.

Many incidents can be resolved informally by

- Acknowledging the incident
- Expressing disapproval
- Supporting the victim and apologising for what has happened
- Explain both to pupils and onlookers what is unacceptable about the incident
- Consider appropriate action
- Record incident on form provided

#### Types of Racist Incidents

This is not an exhaustive list of incidents; some are more serious than others and may require a formal procedure to be followed as outlined. However, it is important that a record of every incident is maintained.

Types of incident	Procedures
<ul style="list-style-type: none"><li>• Physical assault against a person or group because of colour/ethnicity</li></ul>	<ol style="list-style-type: none"><li>1. Report to the head teacher.</li><li>2. Inform parents/carers by letter.</li><li>3. Consider appropriate sanctions including exclusion of culprit(s).</li><li>4. In particularly serious cases, inform the police.</li><li>5. Take necessary action to prevent recurrence, through the curriculum, tutor groups, assemblies.</li></ol>

<ul style="list-style-type: none"> <li>• Verbal abuse (for example, derogatory name-calling, insults and racist jokes).</li> <li>• Encouragement of others to behave in a racist way.</li> <li>• Ridicule of an individual for cultural differences (eg. Food, music, dress, language).</li> </ul>	<ol style="list-style-type: none"> <li>1. Never ignore any form of racist abuse in the school.</li> <li>2. Explain fully to the offender that racist abuse will not be tolerated.</li> <li>3. Refer persistent offenders to the head teacher.</li> <li>4. If appropriate inform parents/carers.</li> <li>5. Take necessary action to prevent recurrence through the curriculum, tutor groups, assemblies.</li> </ol>
<ul style="list-style-type: none"> <li>• Racist graffiti.</li> </ul>	<ol style="list-style-type: none"> <li>1. Report all racist graffiti to the head teacher.</li> <li>2. If it is linked to graffiti in the local area, contact the police to see if they wish to be involved or for you to record or photograph it.</li> <li>3. Otherwise remove it immediately.</li> <li>4. Take steps to discourage it's reappearance.</li> </ol>
<ul style="list-style-type: none"> <li>• Wearing racist badges or insignia.</li> </ul>	<ol style="list-style-type: none"> <li>1. Never permit the wearing of racist badges or insignia.</li> <li>2. Refer offenders to the head teacher.</li> <li>3. Inform parents/carers.</li> </ol>
<ul style="list-style-type: none"> <li>• Bringing racist material such as leaflets, comics or magazines, or accessing racist materials on the internet.</li> </ul>	<ol style="list-style-type: none"> <li>1. Remove all forms of racist literature and material.</li> <li>2. Control access to the internet.</li> <li>3. Refer offenders to the head teacher.</li> <li>4. Inform parents/carers.</li> </ol>
<ul style="list-style-type: none"> <li>• Racist comments in the course of discussions in lessons.</li> </ul>	<ol style="list-style-type: none"> <li>1. Never let racist statements go unchallenged.</li> <li>2. Refer persistent offenders to the head teacher.</li> <li>3. Inform parents/carers.</li> <li>4. Take necessary action to prevent recurrence through the curriculum, tutor groups, assemblies.</li> </ol>
<ul style="list-style-type: none"> <li>• Attempts to recruit racist groups.</li> </ul>	<ol style="list-style-type: none"> <li>1. Report immediately to the head teacher.</li> <li>2. Interview the 'recruiter'.</li> <li>3. Inform parents/carers.</li> <li>4. In incidents of a particularly serious nature, inform the police.</li> </ol>
<ul style="list-style-type: none"> <li>• Refusal to co-operate with other people because of their race, colour, ethnicity or language.</li> </ul>	<ol style="list-style-type: none"> <li>1. Explain that pupils should work collaboratively; that every pupil has the right to be included in the school's activities; that the school should not exclude any pupil on racial, cultural or linguistic grounds.</li> <li>2. Refer persistent offenders to the head teacher.</li> <li>3. Inform parents/carers.</li> </ol>

Responding to racist incidents is the responsibility of all members of staff.

A firm but supportive initial response to an incident may prevent escalation.

All incidents must be reported immediately to the member of staff responsible for dealing with incidents of racial harassment. Incidents should be recorded immediately on the school's Racial Harassment Forms.

Head teachers and Governors are responsible for taking all reasonable steps to prevent racial harassment at work.

The school procedure should extend to all members of the school community.

PENN HALL SCHOOL  
RACIAL HARASSMENT MONITORING FORM

Date.....

	Name(s)	Age(s)	Gender	Ethnicity
Offender(s)				
Victim(s)				

Designated member(s) of staff dealing with the incident

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Nature of Racial Harassment

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Action taken against offender(s) (including dates)

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Action taken to support victim(s) (including dates)

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Other agencies involved

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Outcome for offender(s)

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Outcome for victim(s)

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