



Linton CE Infant School

Policy for:

Anti-Racist Behaviour

Agreed by: Curriculum & Data
committee

Date: November 2021

Review Date: November 2024

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The staff and governors at Linton CE Infant school provide an environment where children and all school members can be happy, healthy and safe and achieve their full social and intellectual potential.

We do this by:

- creating a caring, Christian environment,
- creating happy, stimulating and exciting opportunities for learning,
- developing positive relationships based on respect of self and others,
- supporting a creative approach to personal development and growth.

We work in partnership with parents, St Mary's church and our community to fully equip children for their future

Introduction.

The official definition of a racist incident, as proposed by the Stephen Lawrence inquiry report (1999) is; *"any incidence that is perceived to be racist by the victim or any other person."* This definition is used throughout Cambridgeshire.

The purpose of this definition is not to prejudge the question of whether a perpetrator's motive was racist or not, but rather to ensure that investigations take full account of the possibility of a racist dimension to the incident. (Home Office Code of Conduct)

Dealing with racist incidents.

In order to guard against discrimination, it is important for school to adopt policies and procedures for dealing with and reporting racist incidents, as well as other prejudice-related incidents, such as homophobia. All racist behaviour or other discriminatory behavior is unacceptable and damaging to everyone. In cases of racist incidents, the context, age of the people involved and the seriousness of the situation will influence how it is dealt with. However, all incidents will be acknowledged and talked through, even with very young pupils.

What counts as a racist incident?

There is no one simple answer but the following are examples of racist incidents:

- Derogatory name calling, insults, racist "jokes" and language, making fun
- Verbal abuse and threats, teasing and taunting
- Racist graffiti and other written insults
- Racist comments in the course of discussions
- Ridicule of an individual's cultural or religious differences, eg, food, music, language, dress
- Physical assault and intimidation
- Damage caused to a person's property
- Incitement of others to behave in a racist way
- Refusal to co-operate with other people because of their ethnic origin
- Provocative behaviour such as wearing racist badges or insignia
- Bringing racist materials into the school, eg, leaflets, comics
- Attempts to recruit other pupils to racist organisations and groups.

In determining what counts as a racist incident, the following questions should be asked:

- Did the behaviour fall into the definition of a racist incident as above?
- Did the behaviour interfere with the well-being of the aggrieved person?
- Did the aggrieved person fear for their safety?
- Was the quality of life or well-being of the person aggrieved reduced?

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Recording incidents.

All incidents will be recorded using the “Racist Incidents Report” form, see attached.

These will be reported to the Governing Body and the Local Authority. Parents will also be informed if necessary. The victim will be given support and reassurance that the matter will be taken seriously and an investigation will take place.

School will also report incidents through the **PRfE (Prejudice Recording for Education)** system which is an online reporting tool that allows schools within our Local Authority to log prejudice-related incidents. Every incident logged in PRfE captures details on the nature of the incident, the type of prejudice, details of both the victim and the perpetrator and what follow-up actions were taken. All incidents logged in the system are anonymised and do not include data that can be used to identify individual pupils.

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RACIST INCIDENT(S) REPORT - Part 1

School:	
Incident:	
Date:	Time:
Place:	
Reported by:	
Witness/es:	
Details e.g. basis/cause of incident, outcome of investigation, support for victim, other agencies involved, further help needed.	

Attach documentation relating to incident, eg result of a parent interview, letter to parent, etc.

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Part 2

From	School	Date
'Victim' Name:		Alleged Perpetrator
Ethnic origin	Gender	Ethnic origin
Age:		Age:
School:		School:

The minimum course of action which should be taken with perpetrators is indicated by the first six boxes, which must be ticked or initialled when each action is taken. Additional forms of action indicated should be taken if appropriate.

	Discussion with pupils	Victim counselled	Formal discussion - Perpetrator and class teacher	Head involved	Report to Local Authority	Report to Governors	Child further dealt with according to school disciplinary code	Letters to parents, parental interview to be arranged	Pupil to be sent home	Police informed	Follow on work initiated: Indiiv / class / yr group / wh school	Other Agencies involved
1. Verbal abuse and threats												
a. Incidental												
b. Persistent, intended to be offensive												
c. Inciting others												
d. Vicious/threatening												
e. Other												
2. Refusal to co-operate with others												
a. Sit next to/talk to/work with/help												
b. Persistent												
c. Other												
3. Violence												
a. Jostling												
b. Intimidation												
c. Punching/kicking												
d. Serious fighting												
e. Other												
4. Abuse of personal property												
5. Graffiti												
6. Incitement against black or minority people												

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7.Offensive literature or objects												
8. OTHER												