



# WELLESLEY PRIMARY SCHOOL

## Racial Incidents Policy

Issue No: 5  
Date: April 2019

Approved by Governors: 16<sup>th</sup> July 2019

# Racial Incidents

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## Change Record Sheet

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Issue No	Date	Summary of Change	Amended by:
4	Spring 2010	Policy Reviewed	Andrew Lynham
5	June 2013	Policy Reviewed	Heather Small
6	April 2016	Policy Reviewed	Heather Small
7	April 2019	Policy Reviewed	Heather Small

## Summary

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This policy will be reviewed every 3 years.

This policy has been reviewed to ensure that it meets the requirements of the equalities impact assessment.

# Racial Incidents

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## Rationale

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Racist behaviour of any type is unacceptable. It is the responsibility of the school to follow up incidences of racial harassment and deal with them according to the school policy. This applies where the victim or perpetrator is a pupil, member of staff, governor or parent.

## Aim

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To limit/eradicate incidences of racial harassment.

## Guidelines

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Racial Harassment includes: -

- Verbal abuse or threats.
- Bullying.
- Physical abuse because of colour ethnicity.
- Racial graffiti.
- Wearing racist badges.
- Bringing racist material to school.
- Incitement of others to behave in a racist way.
- Ridicule of an individual for cultural differences.
- Refusal to co-operate with others because of ethnic origin.

All incidents of racial harassment must be investigated and dealt with.

We will respond to all situations on an individual basis with the needs of the child at the forefront.

- Individuals who behave in a racist way should be reported to the Headteacher.
- The Headteacher should investigate and then inform parents of both victim and perpetrator of the incident and any relevant outcomes.
- A Racial Incident form should be completed and sent to Local Authority.
- Counselling should be provided for children involved.
- The Headteacher should enlist support of outside agencies, including the Police, where necessary.
- Positive behaviour should be promoted through Active Collective Worship, Religious Education, Circle time, PSHE lessons and displays.

Incidents that have happened out of school will also be investigated if there is an impact in school.

## Measurable Outcomes

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- Incidents are recorded.
- Number of incidents reduced.

## Racial Incidents

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### Conclusion

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Following this procedure will enable the school and Local Authority to support effective responses to incidents.