

Racist Incidents Policy

Policy Number **N125**

Policy Owner **Assistant Headteacher (SMC)**

Governing Body Responsibility: Welfare Committee

Version 3.0

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Policy to be reviewed on or before June 2023



Kesteven and Grantham Girls' School

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The policy below forms part of the Lincolnshire Schools Equality & Diversity Strategy Document and has been adopted for use in KGGS.

1. Dealing with and Handling Racist Incidents in School

Under the Equality Act 2010, schools have a duty to eliminate discrimination against pupils due to factors including race which covers skin colour, nationality and ethnic or national origins.

We take a positive approach to this duty through our Equality Policy and taking steps to build cohesive communities through our curriculum, teaching practices and staffing arrangements.

However, in the event that racist incidents take place in school, we have a duty and responsibility to deal with these effectively.

A racist incident is defined as; 'any incident which is perceived to be racist by the victim or any other person'. The purpose of this definition is not to prejudge the question of whether a perpetrator's motive was racist or not. Rather to ensure that the investigations take full account of the possibility of a racist dimension to the incident.

Racist behaviour can be manifest in various forms, for example:

- Physical assault
- Physical intimidation
- Verbal abuse
- Insensitive/inappropriate remarks/comments/jokes
- Racist graffiti
- Written comments/drawings
- Abuse of/damage to personal property
- Non-cooperation/disrespect
- Other incidents such as bringing racist material into school.

In dealing with and handling any such incidents that might arise, we work to the guidance given by Lincolnshire County Council. This defines levels of offence, and the appropriate body to handle them. Lower level incidents we will handle within the school. However, incidents which are defined as 'crimes', we are duty bound to report to the Police Authority. Low level day-to-day incidents can progress to something more serious if they are persistent.

In following these procedures, we will record *all* racist incidents that are investigated, and any actions undertaken in the 'Racist Incident Log' kept in the school's Pastoral Office.

2. Reporting Racist Incidents

Any reported incidents are recorded in the Racist Incident Logbook and Lincolnshire County Council is informed. The Headteacher will receive and handle all such reports and inform the Governors of the School who, in turn, will report the number and nature of incidents in their Annual Report. This will also be logged on the student's records.

3. Reviewing reports received

Upon the receipt of a reported possible racist incident, the Headteacher and management of the School will determine with immediate priority whether the incident constitutes a matter of child protection (the determination is whether the child or young person is likely to suffer 'significant harm' – as defined by The Children Act 1999). If the issue is of child protection, it would be immediately referred to relevant school staff member responsible for such issues, and procedures followed as determined in the Lincolnshire School Administration Handbook. If the incident does not constitute a child protection issue, then an internal investigation will take place to establish whether the incident occurred, and whether the motivation was racist. Upon determination, and conditional on the severity of the incident, the school will take appropriate action with both the victim and the perpetrator and involve outside agencies as appropriate.

Where relevant, other policies within the School may be used to handle any alleged incidents. Our Student Behaviour, Discipline and Anti-Bullying Policy, Child Protection and Safeguarding Policy and staffing procedures are all related. Full details of procedures, monitoring forms and processes, and further guidance are found in the Lincolnshire County Council guidance for schools on 'Dealing with and reporting racist incidents in School' (2016) and the School Administration Handbook.

References:

Dealing with and reporting racist incidents in school – Guidance for schools in Lincolnshire March 2016

Stephen Laurence Inquiry Report

4. Configuration History

Version:	Date:	Author	Contributors
1.0	June 2009	Assistant Headteachers Pastoral (Learners and Learning)	
1.1	May 2010		
1.2	January 2011		
1.3	January 2012		
1.4	January 2014		
1.5	January 2016	Deputy Headteacher Pastoral	
1.6	January 2018	Deputy Headteacher	Mr D Scott
2.0	January 2020	Assistant Headteacher	Mrs T Doig & Mrs S Macpherson
3.0	June 2021	Deputy Headteacher	Mrs T Doig

Audit trail of change

Version	Date	Reason for Change
1.0	June 2009	Policy Review
1.1	May 2010	Policy Reformatting
1.2	January 2011	Policy Review
1.3	January 2012	Policy Review
1.4	January 2014	Policy Review
1.5	January 2016	Policy Review
1.6	January 2018	Policy Review
2.0	January 2020	Policy Review
3.0	June 2021	Amended following Implementation Exercise

Authorisation

Name	Date	Signature
Mrs A Dorkes	June 2021	