



Harwich and Dovercourt
High School

Anti-Racism Policy

| Document Detail | |
|--------------------------|---------------------------------|
| Category: | <i>Student Related</i> |
| Authorised By: | <i>Local Governing Board</i> |
| Sponsor: | <i>Mr James Loten</i> |
| Author: | <i>Based on LA Model Policy</i> |
| Version: | <i>7</i> |
| Status: | <i>Approved</i> |
| Issue Date: | <i>June 2019</i> |
| Next Review Date: | <i>June 2020</i> |

Ownership and Control

History

| Version | Author | Dated | Status | Details |
|---------|--------|-----------|----------|--|
| 1 | Fe | 18.1.2012 | Approved | Reviewed and approved at Student & Community Committee meeting 18.1.2012 |
| 2 | Fe | 26.06.13 | Approved | Reviewed and approved by Student and Curriculum Committee 26 June 2013 |
| 3 | Fe | June 2015 | Approved | Approved by the Student and Curriculum Committee 17 June 2015 |
| 4 | Kd | July 2016 | Approved | Approved by the Student and Curriculum Committee 7 July 2016 |
| 5 | Kd | July 2017 | Approved | Approved by the Local Governing Board 12 July 2017 |
| 6 | Lo | July 2018 | Approved | Approved by LGB 4 th July 2018 |
| 7 | JLO | June 2019 | Approved | Approved by LGB 13 June 2019 |

Intended Audience

| Intended Audience | Intended Method of Distribution |
|-------------------|---------------------------------|
| All Staff | SharePoint |
| Governors | SharePoint |

AMENDMENT TRACKER

Name of reviewer: James Loten

Date of review: June 2019

Summary of all changes being proposed in this policy review:

Change of title to Anti-Racism Policy, instead of Racism Policy. No other amendments required.

Definition of a racist incident (Stephen Lawrenson Inquiry Report):

“Any incident which is perceived to be racist by the victim or any other person.”

And includes:

“Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. Its more subtle form it is as damaging as in its more overt form”.

Incidents of racism can take place in all schools – and need not necessarily be directed towards someone in the school.

Staff will be aware of overt racism but also need to be aware of implied racism. If any member of staff is unsure then in the first instance the Patrol member of staff must be consulted. The Local Authority has issued a useful document to refer to entitled “Bullying Around Racism, Religion and Culture” – see the Safeguarding section on the SharePoint Drive.

The school and the Governors do not tolerate racism and these are identified in our behaviour policy as one of the most serious incidents.

The School maintains a detailed log of racist incidents. The log is monitored by the Deputy Headteacher with responsibility for Student Personal Development, Safety and Welfare.

PROCEDURE

In the first instance, complete a report detailing the nature of the incident verbatim, when and where the incident occurred and any potential witnesses, using Appendix A – Prejudice-related incident reporting form

The incident will be referred to the member of the SLT with responsibility for this area. Violent incidents with racial connotations should be picked up as per the HDHS Behaviour for Learning Policy and use of the Patrol Support system.

As a guide:

A minor incident would be:

- A single name-calling
- Discovered graffiti (a ‘one-off’)

A more serious incident would be:

- Calling out repeatedly across the playground
- Sending text messages
- Writing messages
- Using social media or any other public forum for racist purposes
- Sharing racist videos, jokes or literature

It is important to realise that racist behaviour can be very subtle. Equally the fear of an accusation of racism can be used to bully.

The deliberate use of an accusation of racism in this way should be recorded both as bullying and as a racist incident. In these instances, the procedure to adopt is outlined in the Anti-Bullying Policy.

Appendix A:

Prejudice-related incident reporting form

A prejudice-related incident refers to an incident where a person has been targeted for unjust and discriminative reasons, such as race or gender.

Schools should monitor the number of prejudice-related incidents which occur in order to assess whether any further action is required, such as the implementation of an Equal Opportunities Policy. To assist in this monitoring, schools can complete this form in the event of a prejudice-related incident, noting details of what occurred and any action taken. A new document should be completed per offender. Once completed, the form should be passed over to the headteacher or another relevant senior leader as soon as possible.

| Details of prejudice-related incident | | |
|---|---|--|
| Name of the person reporting the incident: | | |
| Date of incident: | | |
| Victim's name: | | |
| Victim's date of birth: | | |
| Type of incident: (Tick applicable category/ categories) | Homophobia: <input type="checkbox"/> | Sexism: <input type="checkbox"/> |
| | Transphobia: <input type="checkbox"/> | Disability or health condition: <input type="checkbox"/> |
| | Racism: <input type="checkbox"/> | Family circumstance: <input type="checkbox"/> |
| | Other (specify): <input type="checkbox"/> | |
| Names of people who have been informed: | <ul style="list-style-type: none">•••• | |
| Person who committed the offence: (Include their name and date of birth) | Pupil: <input type="checkbox"/> | Teaching staff: <input type="checkbox"/> |
| | Visitor: <input type="checkbox"/> | Parent: <input type="checkbox"/> |
| | Other staff: <input type="checkbox"/> | Governor: <input type="checkbox"/> |

| | | |
|--|--|--|
| | | |
| | Other (specify): <input type="checkbox"/> | |
| Location of the incident: | | |
| Description of the incident: | | |
| Was this a physical or a verbal incident? | | |
| Were physical injuries sustained? If yes, specify the extent and to whom: | | |
| Names of other people involved, including bystanders: | <ul style="list-style-type: none"> • • • • | |
| Has the offender been involved in previous prejudice-related incidents? If yes, please provide details: | | |
| Has damage been done to school property? If yes, specify the extent: | | |
| What action will be/has been taken? | | |
| Have the police been informed? | | |
| What measures are in place to prevent a similar incident from occurring again? | | |

Signed by:

Date:
