

Huntingdon Nursery School

Policy for Reporting and Recording Racist Incidents

Introduction

At Huntingdon Nursery School we actively promote an inclusive learning culture where all are valued regardless of race or colour. We do this through:

- Having diverse images available through our provision of books, posters and displays
- Valuing all languages spoken, and teaching alternative key phrases such as 'thank you' or 'hello' in different languages
- **Displaying samples of different languages in written form, for example, in number displays, labels and messages**
- Providing experiences of music and songs from different countries
- Including multi cultural resources and artefacts, such as relevant cooking implements, dressing up clothes etc

All members of our setting have a responsibility to challenge racism, and we recognise that action will only be successful if it forms part of a wider policy, which is embedded within all our practices.

Aim

The aim of this policy is to establish effective procedures for the reporting and recording of racist incidents at Huntingdon Nursery School . It will also ensure that action is taken to support the victims of racism and to deal with the perpetrators appropriately. The policy has been informed by the following documents:

- Learning for All: Standards for racial equality in schools (Campaign for Racial Equality, 2000)
- Home Office Code of Practice on reporting and recording racist incidents in response to recommendation 15 of the Stephen Lawrence Inquiry Report (April 2000)
- School Inclusion: Pupil Support (DfEE, 1999)

Please also refer to our policies for Multi Cultural/Equal Opportunities, Personal Social and Emotional Development, Good Behaviour, and Anti Bullying.

Definitions

We take our definition of a racist incident from recommendation 12 of the Report of the Stephen Lawrence inquiry: "A racist incident is any incident which is perceived to be racist by the victim or any other person."

Our definition of racial harassment is that of the Campaign for Racial Equality: "...verbal or physical violence which includes attacks on property as well as on the person, which is suffered by individuals or groups because of their colour, race, nationality, and ethnic or national origins, and where the victim believes that the perpetrator was acting on racial grounds and/or there is evidence of racism."

A racist incident may include

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- Racist language e.g. derogatory name calling, verbal abuse, threats, comments, including indirect racist inferences
- Ridicule based on difference of colour, race, ethnicity, nationality, culture, religion or language
- Physical assaults
- Refusal to cooperate based on difference
- Deliberate exclusion based on difference
- Stereotyping
- Incitement of others to act in a racist manner
- Provocative behaviour e.g. wearing racist badges
- Racist graffiti or written abuse
- Damage to property

Even if the victim does not complain, it should be treated as a racist incident if another person perceives it as such. For example, if a member of staff overhears a child being called a derogatory term by another she should record this as a racist incident even if the abused child does not complain to her.

Dealing with Racist Incidents

Every member of staff has a responsibility to challenge or respond to any incident that appears to be racially motivated, making it clear that any form of racist behaviour is unacceptable and contravenes our policy, culture and ethos. If the member of staff is unable to resolve the issue it should be referred to the Head Teacher.

Where the perpetrator is a child, staff will empathise with the victim and explain why the behaviour is unacceptable. Parents and/or carers will be also informed of the incident and of the action taken.

Any form of racist behaviour from a member of staff will not be tolerated and will be dealt with as a serious breach of disciplinary procedures. We recognise the need for appropriate training and support for all staff.

In the case of an alternative perpetrator, staff may attempt to discuss the matter with them, if necessary referring them to our policy, or refer the matter directly to the Head Teacher.

Recording and Reporting Incidents

In line with our definitions of racial incidents or harassment, we record all racist incidents, including the following details:

- Date
- Name(s) of perpetrator(s)/victim(s)
- Ethnicity of individuals involved
- A description of the incident
- Action taken in response
- Name of the person reporting the incident

The racial incident report log is kept in the confidential filing cabinet in the Head of Centre's office. PRIDE website / Log of concern????

All recorded incidents will be reported to the Governors.

All incidents involving members of minority ethnic groups will be monitored to ensure that potentially racist incidents are not overlooked. Although some incidents may seem minor, it is important to log them as repeat incidents may reveal patterns of behaviour. The pattern and frequency of racist incidents are analysed in order to inform future planning. Details are regularly reported to the Local Education Authority via the Racial Incidents Database (RaiD), and we will advise the Police of any racist incidents that may constitute a criminal offence.

Supporting the Victim

When dealing with racist incidents we:

- Remain calm
- Listen attentively
- Reassure the individual reporting the incident that they are right to tell
- Acknowledge feelings
- Empathise with their difficulty in discussing the matter
- Establish whether the incident is part of a pattern
- Explain what action will be taken next
- Reassure that the matter will be taken seriously and investigated

Reporting the Incident

We explain that the information needs to be shared with others in authority in order to prevent it happening again. If the person reporting the incident is adamant that they do not want any further action we still record the incident. According to circumstances, the victim's identity may need to be protected, and all situations are handled sensitively. Parents/carers are made aware of incidents and we also offer support to them where necessary.

Whole School issues

We have regular and ongoing training and discussion of the issues, and we share our response amongst all staff, governors, children, parents and carers, and the local community. We ensure that all those connected with Huntingdon Nursery School are aware of our policy and procedures.

Monitoring and Review

The Head Teacher has overall responsibility for monitoring the recording and reporting of racist incidents. In collaboration with the designated **Equal Opportunities governor**, she will analyse reports and log incidents on the LA database on a regular basis. This analysis will inform annual reports to parents/carers, governors and the LA.

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