



*respect   resilience   responsibility*

## **Racial Harassment Policy**

Date: November 2018

Review Date: November 2019

**A racist incident is any incident which is perceived to be racist by the victim or any other person.**

Definition from the Steven Lawrence enquiry

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Woodlands Community College Racial Harassment policy complies with Southampton City guidelines, in line with the recommendations from the Lawrence Enquiry Report.

- At Woodlands we believe that every student has the right to attend college and be educated in a safe environment.
- All incidents of bullying will be dealt with immediately, following the college behaviour policy.
- Racist incidents will be dealt with following this standard policy, and alongside this, the guidelines outlined in this document should be adhered to in the case of any incident.
- All Woodlands students and staff should show respect and tolerance towards others, their beliefs, cultures and ethnic backgrounds.
- All staff have a responsibility to act on racial incidents following the schools behaviour support systems and ensure that a referral is made on CPOMS so that it can be acted upon.

DEFINITION of terms taken from Southampton City Guidelines.

**Racial harassment may be defined as any words or actions towards an individual or group, whether present or not, which make a person feel frightened, humiliated, ridiculed and/or undermined in self-confidence and self-esteem because of their colour, ethnic group or nationality.**

**A racist incident is any incident, which is perceived to be racist by the victim or any other person.**

**'Racial'** means of any colour, race, nationality, religion or ethnic or national origins.

**'Incident'** ranges from personal abuse, harassment, threatening behaviour, graffiti, through to crimes such as damage, assault and arson. In schools, this may manifest itself in the following ways. (This list is not exhaustive):

- \*Physical assault against a person or group because of colour, ethnicity or nationality
- \*Use of derogatory names, insults and racist jokes
- \*Racist graffiti
- \*Provocative behaviour such as wearing racist badges or insignia

- \*Bringing racist material into the school
- \*Verbal abuse and threats
- \*Incitement of others to behave in a racist way
- \*Racist comments in the course of a discussion
- \*Attempts to recruit others into a racist organisation or group
- \*Ridicule of an individual for cultural differences, eg: food, music, religion, dress etc.
- \*Refusal to co-operate with others because of their colour, ethnic origin or nationality
- \*Written derogatory remarks
- \*Any of the above forms of racial harassment, or any other discrimination by employers in connection with work placements or work experience.

### RESPONDING TO RACIST INCIDENTS.

If any member of staff witnesses a racist incident by a student, the existing behaviour support systems should be followed (Behaviour Incident Report completed, detention set and so forth as per the Consequence system).

In addition to this, the incident must be recorded on CPOMS by the member of staff and highlighted as a racial incident by adding the “racial incident” tag. The YL or SLT behaviour lead must ensure that appropriate action has been taken and sanctions, if necessary, have been issued to the perpetrators. This too must be logged on CPOMS so that a trail can be created. Previous entries in CPOMS must be referred to in order to determine the appropriate course of action after any incident.

If a member of staff is subjected to or involved in a racial incident by another member of staff, this should be reported to the Head Teacher or SLT Line manager so that appropriate action can be taken.

### PUTTING THE POLICY INTO PRACTICE.

Racist incidents in college may be student-to-student, staff to student, student to staff or staff to staff. Nevertheless, the general pattern of investigating and recording an incident should be the same. Where the recipient of a racist incident is a student the appropriate Year team will investigate, using senior staff as required. Where the recipient is a member of staff (by a student) the Head Teacher or other member of the senior team will take action. If the incident involves two members of staff (instigator and recipient) the appropriate line manager will refer to a senior member of staff for guidance and action. The Headteacher will also be notified regardless of further action or consequences.

When investigating and recording a racial incident, the following questions should be addressed:

- \*Who was involved - victim and perpetrator?
- \*In what way did the victim and/or others suffer?
- \*How did it start?

- \*What happened?
- \*When did the incident take place?
- \*Where did it take place?
- \*Who witnessed it?
- \*Who reported it to whom and when?
- \*Is there any background to this incident?
- \*Do any of the participants perceive this as being racist? Why?
- \*Do any of the witnesses perceive this as being racist? Why?
- \*Was the incident intentional or unintentional? (Consider the age of students).
- \*Is there any other reason for considering this a racist incident?
- \*To what extent did the incident affect others?
- \*Is the support/counselling for the victim and the sanction/counselling for the perpetrator clear to all?

#### GENERAL PRINCIPLES OF GOOD PRACTICE.

If something disturbs a member of staff, it must be discussed with their line manager. All allegations should be taken seriously, not ignored. Records must be kept on the appropriate forms or CPOM log. The incident must be listened to sympathetically.

Staff must judge how to deal with the incident immediately and discuss with a senior member of staff the appropriate short and long term responses.

Special consideration must be given to students with special needs who are not always able to articulate their worries and concerns.

The Head Teacher reserves the right to report any racist incidents to the Police for further investigation.