

Procedures for dealing with Incidents of Racial Harassment

For Incidents involving Harassment of Staff

Members of staff and other adults in the school subjected to racially motivated incidents (including instances where the Race Equality policy is not correctly applied) have recourse to the school's grievance procedures.

All racially motivated incidents perpetrated against adults in the school must be reported to the LA using the termly monitoring sheet.

For Incidents involving Harassment of Pupils

All staff are expected to:

- Understand and implement the Race Equality policy
- Deal with racist incidents as might occur
- Incorporate principles of equality and diversity into all aspects of their work

Any member of staff witnessing or being informed of a racially motivated incident must:

- Stop the incident and comfort the victim
- Reprimand the perpetrator and inform the victim of the action taken
- Ensure that any witnesses to the incident understand why it was wrong
- Report the incident to the Headteacher, Assistant Headteacher or Race Equality Leader, and explain what action has been taken.
- Inform the class teacher of the incident, the victim and the perpetrator so that the class teacher can inform both sets of parents (if appropriate)
- If a parent is the perpetrator then the race equality policy needs to be followed and will be implemented by the Headteacher.

All racially motivated incidents perpetrated against pupils in the school must be reported to the LA using the termly monitoring sheet.

Any member of the school responsible for repeated racially motivated incidents will be subject to the procedures outlined in the school's Bullying policy.

M Unsworth
January 2007

Reviewed September 2010
L.Hossen

Signed _____ for Governing Body

Date _____