

NORTHCOTE PRIMARY SCHOOL

Anti-Racism Policy.

This policy should be read in collaboration with the school's Anti-Bullying Policy and Liverpool City Council's Guidelines on the Reporting and Recording of Racial Incidents.

The Government has made known that it is committed to creating a successful multi-cultural society. A society of One Nation where *every colour is a good colour, every member of every part of society is able to fulfil their potential, racism is unacceptable and counteracted, everyone is treated according to their needs and rights, everyone recognises their responsibilities and racial diversity is celebrated.*

Promoting rights, equal opportunities and equal responsibilities for everyone will help to create a successful multi-cultural society and there is the recognition that racism does not only affect Black, Asian and ethnic minority people; it impacts on all communities.

The DfES Circular 10/99, Social Inclusion: Pupil Support also highlighted the importance of

tackling racism and racial bullying. Section 4.32 of the guidance reads:

"All schools' behaviour policies must make clear that racial harassment will not be tolerated and say how staff and pupils should deal with it.

The school should record all racist incidents and parents and governors should be informed of such incidents and the action taken to deal with them. Governing Bodies should inform LEAs annually of the pattern and frequency of any incidents. Pupils who have suffered racial harassment, at or outside school, may need support".

The Stephen Lawrence Inquiry Report recommended that the police, local government and

other relevant agencies should universally adopt a new definition of a racist incident. The new definition was outlined in the report as:

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

This means that if anyone reports an incident as racist it should be recorded as such, regardless of any dissenting views.

The process of investigation may reveal that a particular incident may have been wrongly

perceived as being racist – but the important point being made is that no actual racist incident should be dismissed or ignored at the outset without investigation

into the circumstances and evidence and information obtained from those involved.

WHY REPORTING IS IMPORTANT

It can be very distressing for a parent to hear from their child that they have been subjected to a racist incident. Further upset may be caused if the parent believes that the incident was not taken seriously or recorded by the school or institution. The recording and reporting of a racist incident can, therefore, help to provide reassurance to parents of the school's commitment to its equality policies and that measures are in hand to ensure the safety and well-being of all its students and of the sanctions to be imposed on any perpetrators.

This approach can also provide the school with opportunities to share with parents, information about school policies and procedures and the support available to them from the education authority and the school.

Members of school governing bodies, under guidance from the DfES (Circular 10/99), are also required to report annually to the LEA '*on the pattern and frequency of incidents*'. Information reported to governors will not only enable them to fulfil this duty, but will also assist them to further develop policy and good practice within their school community.

INCIDENTS OF A SERIOUS NATURE: HOME OFFICE GUIDELINES

Most racist incidents occurring in schools or educational establishments will be able to be dealt with successfully by reference to existing policies and procedures contained in the school's Behaviour Policy and Anti-Bullying Policy.

Some incidents may occur that the school, or parent, may identify as being of a very serious or criminal nature. Incidents that may later lead to criminal prosecution will require more extensive investigation and a broader range of information and evidence will need to be recorded.

In such circumstances, it is recommended that reference to guidelines contained within the Code of Practice produced by the Home Office on the reporting and recording of racist incidents via this link

<http://www.homeoffice.gov.uk/ppd/oppu/coderi.htm>

Protecting the Innocent

The legitimate interests of three groups of people need to be protected: the victim, the person reporting the incident (if different), and indeed the perpetrator. It is important to remember that not all information received may be true. The report may be mistaken, or may even be malicious. Perpetrators have to be regarded as alleged perpetrators until proven otherwise.

Keeping Data Accurate and Up to Date

As noted above, you cannot in most cases be certain that all data reported to you are accurate. Your responsibility, however, is to record accurately what you

are told by the person reporting the incident. The use of the term "alleged perpetrator" on the Monitoring form is deliberate and makes clear that guilt has not been proved.

Personal Data Must be Stored Securely to Prevent Unauthorised Access

All records relating to racist incidents are kept secure. A locked filing cabinet is provided for this purpose. Computer files should be guarded with passwords which only those authorised to see them should know and which are changed regularly.

Advice is available through local authority officers.

CHILDREN'S SERVICES

Sue Shinkfield Primary Senior Effectiveness Officer (School Improvement) 233 3968

John Cole Traveller Education (EMTAS) 233 3901

Parent Partnership Officer (Parent Partnership) 233 3535

EXTERNAL AGENCIES AND USEFUL CONTACTS

Tell "X" Project @ Toxteth Educational Trust 208 6655

Liverpool 8 Law Centre 709 7222

Merseyside Police Race Equality Officer 709 6010

Victim Support Schemes 298 2848

Citizen's Advice Bureau 282 9000

Liverpool Anti-Social Behaviour Unit 233 3000

Merseyside Racial Harassment Prevention Unit 330 6610

Graffiti removal Service Liverpool City Council 233 3001

Free and confidential support and advice services

Available 24 hours a day.....

Racial incident Hotline 233 3034

Bully busters 0800 169 6928

School Action:-

As well as reporting alleged incidents, sanctions outlined in the school's Anti-Bullying and Behaviour Policies.

Member of staff responsible :

Mr Morgan

Date Policy written:

November 2018

Date to be reviewed:

November 2020

Date approved by Governors:

Signature of Chair of Governors: