



Pilgrims School

Racial Harassment Policy

June 2022

Next review date: June 2023



Please note: 'School' refers to Early Years Foundation Stage (Little Pilgrims, Kindergarten and Pre School) and Pilgrims Main School.

At Pilgrims Pre-Preparatory school, we continuously strive to ensure that pupils and staff are treated with respect and dignity. All children and staff within our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, sexuality or disability.

This policy is based on the school's aim and values of:

Kindness - We treat everybody in a kind, compassionate, caring and supportive way so that everybody feels happy, safe and included.

Curiosity - We celebrate and encourage curiosity and the desire to wonder and ponder, instilling in everyone a lifelong love for learning and the skills to explore the world around them.

Respect - We acknowledge the feelings, interests and beliefs of others within an environment that reflects understanding, honesty and integrity.

We will actively promote race equality and oppose racism in all its forms and foster positive attitudes and commitment to an education for equality. It should be noted that racial harassment and harassment relating to disability are now considered to be examples of direct discrimination.

We are committed to:

- Actively tackling racial discrimination and promoting equal opportunities and good race relations.
- Encouraging, supporting and helping all pupils and staff to reach their full potential.
- Working with parents and the wider community to tackle racial discrimination; and ~~to~~ making sure this policy and its procedures are followed.

We aim to achieve this by:

- Role modelling expected behaviour as outlined in the school's shared values.
- Taking active measures to investigate, report and act on incidents of racial harassment or discrimination.
- Treating all those within the whole school community (e.g. pupils, staff, governors, parents and community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences.
- Creating a school ethos which promotes race equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- Encouraging everyone within our school to gain a positive self-image and high self-esteem.

- Having high expectations of everyone involved with the whole school.
- Identifying and removing all practices, procedures and customs which are discriminatory and replacing them with practices which are fair to all.
- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly.
- Monitoring, evaluating and reviewing all of the above to secure continuous improvement in all that we do.

Definitions

- Harassment: For the purpose of this policy, is defined as unwelcome comments (written or spoken) or conduct which:
 - Violates an individual's dignity, and/or
 - Creates an intimidating, hostile, degrading, humiliating or offensive environment.
- Racism: Conduct or words that either advantages or disadvantages people on the basis of their colour, culture or ethnic origin.
- Racial harassment: may be defined as the repeated use of any words or actions towards an individual or group, whether present or not, which makes a person feel frightened, humiliated, ridiculed and/or undermined in self-confidence and self-esteem because of their race, colour, ethnic group or nationality. Racial harassment includes prejudice and racial stereotyping.

Responding to incidents

Racial harassment by pupils and any racist behaviour will be dealt with immediately and recorded on iSAMS within the Wellbeing Module, as with any other unacceptable behaviour. Incidents will be dealt with sensitively and with discretion, especially with very young children who may not understand the reason for disapproval. The aim of recording is to ensure that violence, bullying, harassment (racial, sexual, classist) is dealt with promptly and to monitor its occurrence. A record of all incidents are kept on iSAMS. Any concerns logged are monitored half termly by the Pastoral and SEND Coordinator and the Headteacher to help identify triggers and patterns of behaviour and also create a chronological record of a child's pastoral history and behaviour over time. Concerns and feedback will be communicated to parents in order to identify and resolve issues quickly.

After recording an incident staff should make any other adult in contact with the child/children aware of what has happened. Support will be offered to the victim and if thought necessary his/her parents. Any pupil who has suffered racial harassment or racist behaviour will be supported by; offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice, reassuring the pupil, offering continuous support, restoring self-esteem and confidence.

The school's opposition to such behaviour will be made clear as will the reasons for the opposition. Staff are encouraged to seek help from the Pastoral and SEND Coordinator as well as colleagues if they are unsure about these matters.

Any pupil who has been suspected of racial harassment or racist behaviour will be helped by; discussing what happened, discovering why they displayed the actions, establishing the wrong doing, understanding why it is wrong and need to change, informing parents or guardians to help change the attitude of the child, encouraging appropriate behaviours.

This policy links with the following school policies:

Equal opportunity.

Anti-Bullying

Behaviour and Assertive Discipline

Curriculum

PSCHEE

Fundamental British Values