



Dealing with Racist Incidents

Adopted:	November 2016
Review Date:	November 2018
Responsible for Review:	Associate Head
Committee for Review:	Care and Achievement
Frequency of Review:	2 Years
Statutory:	No

The school adheres closely to the principles and practice enshrined in the Suffolk LA 'Guidelines for Suffolk Schools: Dealing with Racist Incidents'.

The Definition of a Racist Incident

- The definition of a racist incident which the Home Office has advised all agencies to use is that recommended by 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.'**
- The purpose of this definition is not to prejudge the question of whether a perpetrator's motive was racist or not. The purpose is rather to ensure that investigations take full account of the possibility of a racist dimension to the incident and that statistics of such incidents are collected on a uniform basis. (Source: Code of Practice on Reporting and Recording Racist Incidents, Home Office May 2000.)
- The Report of the Stephen Lawrence Inquiry also contained the following definitions:
Racism: 'Racism in general terms, consists of conduct or words or practices which advantage or disadvantage people because of their colour, culture or ethnic origin. Its more subtle form is as damaging as its overt form.'
Institutionalised Racism: 'The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.'

What Behaviour or Action could Constitute a Racist Incident?

In cases of alleged racial harassment, the feelings and perceptions of the victim or person reporting the matter are key considerations in determining whether or not a racist incident has taken place.

- Racially motivated physical attack
- Physical threat, intimidation or harassment (including attacks on possessions).
- Ostracism in the classroom, playground and working groups
- Verbal abuse of any kind including name calling. Terms such as 'Paki', 'Chocolate Bar', 'Gyppo' etc. are designed to undermine the dignity of the individual and must be seen as more serious than generalised name calling
- Racist jokes (including jokes about other nations or racial groups)
- Graffiti which is racially offensive
- Wearing of racist badges
- Distribution of racist literature, including jokes, cartoons, drawings etc.

Procedures for Staff

Every incident of a racist nature as defined above must be reported to the relevant Head of House who will then instigate the following appropriate action:

- Support for the victim
- Contact with the parents of both the victim and perpetrator
- Opportunities for perpetrator(s) to try to understand the implications and seriousness of their behaviour. They must also be made aware that such behaviour will not be tolerated at Bungay High School. A punishment may be imposed to help them realise this.
- The Associate Head should be given a written account of all incidents. She will ensure that they are logged for monitoring purposes. She should also be given an account of the resolutions of each incident.
- In persistent or severe cases which could constitute a criminal offence, the Headteacher/Associate Head may report the incident to the police.