

Hose Church of England Primary School



Racist Incident Policy

"Whatever you do, work at it with all your heart" Colossians 3.23.

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Policy written by: Headteacher

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Policy Statement

Hose Church of England Primary School is committed to providing a safe, inclusive, and respectful environment for all pupils, staff, parents, and visitors. Racism in any form is unacceptable and will always be challenged. This policy outlines how racist incidents are identified, responded to, recorded, and monitored in line with:

- Keeping Children Safe in Education (KCSIE 2025)
- Equality Act 2010
- Public Sector Equality Duty (PSED)
- DfE Behaviour in Schools (2022)
- DfE Preventing and Tackling Bullying (2017)
- Ofsted Education Inspection Framework (2023)
- Data Protection Act 2018 / UK GDPR

Racist incidents are treated as both behavioural and safeguarding concerns, depending on their nature and impact.

2. Definitions

2.1 Racist Incident

Our definition of a racist incident is that taken from recommendation 12 of 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.”

This ensures concerns are taken seriously even if the victim does not label the incident as racist. For example, a teacher overhears a child calling a Traveller child a 'gyppo'. The adult records this as a racist incident, even though the child does not complain to him or her.

2.2 Racial Harassment

Racial harassment includes verbal, physical, emotional, or online abuse motivated by race, ethnicity, nationality, culture, or religion.

Examples include:

- Derogatory language, insults, slurs, or jokes
- Verbal abuse or threats
- Physical aggression
- Ridicule or humiliation
- Stereotyping
- Racist comments or gestures
- Racist graffiti or written abuse
- Damage to property
- Online racist behaviour (messages, images, posts, memes)
- Wearing racist symbols or sharing racist materials
- Encouraging others to behave in a racist manner

Racist incidents may be:

- Child-on-child
- Adult-to-child
- Child-to-adult
- Adult-to-adult

3. Principles

The school is committed to challenging racism whenever it occurs, ensuring that every incident is taken seriously, investigated thoroughly, and properly recorded.

Any pupil or adult who experiences racist behaviour will be supported and protected, while those responsible will be helped to understand the impact of their actions and will be held accountable in line with the school's Behaviour Policy and Principles.

In accordance with the expectations set out in KCSIE 2025, staff must report any concerns immediately so that appropriate action can be taken without delay.

The school recognises that racist behaviour can form part of child-on-child abuse and, where this is the case, it will be treated as a safeguarding matter.

We work closely with parents, carers, and external agencies to ensure a coordinated and effective response.

All information relating to racist incidents is handled with care and stored securely, in full compliance with GDPR and safeguarding confidentiality requirements.

4. Preventative Education

The school promotes an anti-racist culture through:

- A diverse and inclusive curriculum with diversity as a golden thread woven through our 'home grown' subjects.
- PSHE/RSE teaching on respect, identity, discrimination, and online behaviour
- Assemblies and whole-school initiatives which have a focus on British Values and Protected Characteristics
- Staff training on equality, anti-racism, unconscious bias, and safeguarding, including training undertaken through the Everyone's Welcome initiative through the LA
- Pupil voice opportunities
- Clear behaviour expectations and restorative approaches

This aligns with KCSIE 2025's emphasis on proactive safeguarding and creating a culture of vigilance.

5. Responding to Racist Incidents

5.1 Immediate Response

Any member of staff who witnesses or is informed of a racist incident must:

- Challenge the behaviour clearly and calmly
- Make it explicit that racism is unacceptable
- Ensure the safety and wellbeing of the victim
- Record the incident following the schools safeguarding procedures: Discuss any concern with DSL / DDSL and record on CPOMS

No incident that is, or appears to be racially motivated, should go unchallenged and every member of staff has a responsibility for responding to the situation. The parents or carers of all perpetrators and victims will be informed of the incident and action taken by the Headteacher, or Senior Teacher in their absence.

5.2 Child-on-child racist behaviour

Under KCSIE 2025, discriminatory abuse is a form of child-on-child abuse.

Staff will:

- Explain why the behaviour is unacceptable
- Apply consequences in line with the Behaviour Policy
- Support the pupil to understand the impact of their actions
- Inform parents/carers of both victim and perpetrator
- Record the incident following the schools safeguarding procedures: Discuss any concern with DSL / DDSL and record on CPOMS

5.3 If the perpetrator is a member of staff

If a member of staff is alleged to have carried out a racist incident, the matter will be managed in accordance with the procedures set out in *Keeping Children Safe in Education (KCSIE) 2025*, Part 4, which outlines the process for responding to allegations against adults working in schools. The school's own disciplinary procedures will also apply.

Where the allegation meets the threshold for external oversight, the Headteacher will refer the matter to the Local Authority Designated Officer (LADO), and, if appropriate, the case may also be referred to the Teaching Regulation Agency.

Any form of racial harassment by staff is regarded as a serious breach of professional conduct and will be treated with the utmost seriousness.

5.4 If the perpetrator is an external adult

The Headteacher will:

- Address the behaviour
- Consider banning the individual from the premises
- Report to the police if necessary

6. Supporting the Victim

Staff will:

- Listen attentively and without judgement
- Acknowledge the child's feelings and experiences
- Reassure them that they were right to speak up
- Explain what will happen next
- Protect their identity where necessary
- Inform parents/carers
- Provide ongoing emotional support

Support may include:

- Pastoral support
- Restorative conversations (only if appropriate and safe)
- Additional monitoring
- Referral to external services if needed

Staff victims will receive equivalent support.

7. Recording and Reporting

All racist incidents must be recorded on the school's safeguarding/behaviour system: discussion with the DSL / DDSL and recording on CPOMS.

7.1 Data Protection

Ethnicity data is collected only where necessary to monitor discrimination and fulfil the Public Sector Equality Duty. All data is stored securely and accessed only by authorised staff.

7.2 Monitoring

- The Headteacher and Equality Governor review incidents termly.
- Patterns and trends are analysed to inform school improvement.
- Governors receive anonymised data through the Headteacher's report.
- Serious incidents may be reported to the police.
- Reporting to the Local Authority will follow current LA requirements.

8. Whole-School Responsibilities

The school will:

- Ensure all staff understand this policy and read it annually
- Provide regular training on equality, anti-racism, and safeguarding
- Promote a culture of respect and inclusion
- Remove racist graffiti or materials immediately
- Communicate expectations clearly to pupils, staff, parents, and visitors

9. Review

This policy will be reviewed annually in line with the schools suite of safeguarding policies, or sooner if statutory guidance changes.