



## THE PIGGOTT SCHOOL

*'...to be a school which inspires and encourages the highest achievement'*

### POLICY WITH REGARD TO RACIST INCIDENTS

**Date last reviewed:** Summer term 2019  
**Responsibility:** Deputy Head (Pastoral) and SMSC Committee  
**Review Period:** Biennial

#### THIS POLICY WILL HELP THE SCHOOL TO FULFIL ITS AIMS BY:

1. Fostering a spirit of co-operation which appreciates individual differences
2. Helping all pupils prepare for adult life
3. Enabling staff and pupils to develop fully within a caring community based upon a Christian foundation

#### THE OBJECTIVES OF THIS POLICY ARE TO:

1. Promote a safe learning environment free from racism and fear of racism
2. Support the principles and practices of equality and justice
3. Encourage understanding and justice, whilst actively discouraging discrimination, unlawful segregation, victimisation, provocation and other unacceptable behaviour.
4. Welcome the breadth and diversity of tradition, belief and culture within the school's community

#### TO FULFIL THIS POLICY THE SENIOR LEADERSHIP TEAM AND GOVERNORS OF THE SCHOOL WILL:

1. Define a racist incident as any incident which is perceived to be racist by the victim or any other person
2. Identify and acknowledge racist behaviour
3. Ensure staff are aware of their responsibilities to report racist situations/incidents and implement procedures, in order to make this policy effective
4. Take appropriate actions to handle a racist situation effectively, sensitively, supportively and promptly
5. Report racist incidents to the Local Authority through a designated member of staff
6. Ensure that parents are informed of steps taken at the outset and keep them informed subsequently
7. Involve external agencies when appropriate
8. Ensure the curriculum and procedures are reviewed, to ensure racism is challenged and not inadvertently reinforced.
9. Monitor and evaluate the effectiveness of school procedures annually

**ASSOCIATED POLICIES: EQUAL OPPORTUNITIES; PROCEDURES FOR DEALING WITH RACIST INCIDENTS; COMPLAINTS POLICY; DISCIPLINARY PROCEDURES**