



Policy Statement for Race Equality

Harassment at work is any behaviour, deliberate or otherwise, directed at an individual or groups of people that is found to be offensive or objectionable to the recipient, and which might threaten an employees job security or create an intimidating environment for an employee. In addition, any interaction between two or more people which is acceptable to both parties will never the less be considered to be harassment if they cause harassment or offence to others.

Racism in general terms, consists of conduct or words or practices which advantage or disadvantage people because of their colour, culture, faith or ethnic origin. Its more subtle form is as damaging as its overt form.

Institutionalised Racism involves the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, faith or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amounts to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages people from minority ethnic groups.

An incident of Racial Harassment for the purposes of this policy is defined as an incident which is perceived to be racist by the victim or any other person.

Rationale

At St Wilfrid's CE Primary School we believe:

- Such behaviour prevents equality of opportunity and causes disadvantage.
- Such behaviour leads to emotionally damaged individuals and ultimately an emotionally damaged society.
- It is the responsibility of this school to prepare young people for living in a multi-ethnic society.

Aims and Objectives

St Wilfrid's CE Primary School:

- Is committed to preventing racial harassment within the school community
- Is committed to opposing any form of racism and racial harassment
- Is committed to monitoring and reporting on all incidents of racial harassment
- Aims to support any victim of such incidents.

Guidelines

- **This policy applies to all staff, governors, pupils, parents and visitors to the school.**

- Under no circumstances will any act of racial harassment be condoned. Any perpetrators will be dealt with appropriately. This includes employees and any other adults associated with the school.
- At St Wilfrid's School we will ensure that, when necessary, written and verbal communication with parents will be translated and / or interpreted into the parents' first language. It is essential to ensure that parents understand what is happening from start to finish of the process so that they may take a full part in the proceedings.
- At St Wilfrid's School we will actively cherish and celebrate different cultures and reflect this across the whole curriculum.
- St Wilfrid's School will engage in multi cultural education. This school will attempt to ensure that there are positive images of cultural diversity in curricular materials used. This school will seek to purchase and borrow multi cultural and anti racist resources.
- It is the responsibility of all staff to recognise harassment when it happens and to take steps to eliminate it within the agreed procedures.
- At St Wilfrid's School we have a responsibility towards pupils who may be subject to racial harassment when they are travelling to and from school (including public transport) and where outside incidents impact on the school.
- All in will be dealt incidence of racial harassment will be dealt with and recorded on the Racist Incident Form which are accessible to all staff. These incidents will be reported to the LEA .
- We will treat all reported incidents of racial harassment seriously and investigate thoroughly.
- Parents and guardians of pupils who have been involved in serious or repeated incidents of racial harassment will be kept informed of the incidents and any action taken. Contemporaneous notes of any oral message will be kept..
- Victims should have the choice of seeking individual support from a member of staff they feel comfortable with.
- Perpetrators may need support and help. This may include counselling.
- This policy will be reviewed in two years time.

Reviewed June '07

Next Review date June'09