



## SCHOOL PROCEDURE- RACIST INCIDENTS

*“Springfield is a caring, supportive and innovative school where everyone is recognised and appreciated as an individual. The golden thread running through our vision is the mental health and wellbeing of our school community. By creating a safe, supportive and relational environment for all, we enable our children to be ambitious and to reach their full potential, so that they can take their place in their community and in the wider world.”*

These procedures are based on advice taken from the document ‘Racist Incidents Guidance 2012’. A full copy of this document is available to view on our school website, [www.springfieldcps.lancs.sch.uk](http://www.springfieldcps.lancs.sch.uk)

### Definitions:

‘Racism’ or ‘racialism’ is a form of discrimination based on race, especially the belief that one race is superior to another. Racism may be expressed individually and consciously, through explicit thoughts, feelings, or acts, or socially and unconsciously, through institutions that promote inequality between races.

An incident will be described as racist if it is perceived to be racist by the victim, or any other person.

### Types of racist behaviour

- incitement of others to behave in a racist way.
- physical assault against a person or group because of colour, race and/or ethnicity.
- derogatory name-calling, insults, racist jokes, and language.
- racist graffiti.
- provocative behaviour such as wearing racist badges or insignia.
- bringing racist materials such as leaflets, comics, magazines, or computer software into school.
- using the school’s computer systems to access and distribute racist material.
- verbal abuse and threats.
- racist comments in the course of discussion in lessons.
- attempts to recruit other pupils and students to racist organisations and groups.
- ridicule of an individual for cultural or religious differences e.g. food, music, dress, worship patterns, cultural lifestyle etc.
- refusal to co-operate with other pupils because of their race or ethnicity.

### Procedures for dealing with racist incidents in school:

- 1) Any member of staff who is aware that a racist incident has occurred, has a duty to investigate the incident, to gather information on the incident.
- 2) All allegations of racist incidents, whether founded or not, need to be reported to the headteacher the same day. In the absence of the headteacher, they must be reported to the DSL.
- 3) The headteacher/SLT/DSL will speak with both the victim(s) and the perpetrator(s) to outline the school policy in regard to racist language/ and or behaviour.
- 4) The parents of the victim(s) and the perpetrator(s) will be informed of the incident.

- 5) Further incidents which occur involving the same perpetrator will be dealt with in the same manner, but a meeting will also take place between the headteacher, the child and their parent(s). During the meeting, the behaviour will be discussed, and a warning given about action that will occur should the racist behaviour continue.
- 6) Further incidents which occur involving the same perpetrator could then result in the child being excluded from school for a short period of time. When children are excluded from school by the headteacher, parents are legally required to keep the child away from school, and away from public places for a designated length of time.
- 7) All racist incidents are also reported, with a copy retained in school to report to the school's governing body.
- 8) The following procedure will apply for perpetrators of a racist incident.
  - Staff to refer to SLT (School leadership Team)
  - Information to be added to CPOMS
  - Child to have talk with SLT/DSL/HT
  - SLT/DSL/HT to talk to victim
  - Parents informed by SLT/DSL/HT
  - Internal exclusion applied by HT
  - Missed playtimes applied - SLT to arrange
  - Restorative justice applied by SLT

**Samaira Nasim**  
**September 2023**

# Springfield Primary School

## 2023-24

There have been no racist incidents during this academic year  
Please now sign the form in the space below

Victim(s)		Perpetrator(s)	
Number of males		Number of males	
Number of females		Number of females	
Total no of victims in academic year		Total no of perpetrators in academic year	
Year group(s)/staff/other		Year group(s)/staff/other	
Ethnic group(s) of victim(s) - please cross, or if more than one put the number		Ethnic group(s) of perpetrators- please cross, or if more than one put the number	
White British		White British	
White Irish		White Irish	
Any other White		Any other White	
Indian		Indian	
Pakistani		Pakistani	
Bangladeshi		Bangladeshi	
Any other Asian		Any other Asian	
Black Caribbean		Black Caribbean	
Black African		Black African	
Any other Black		Any other Black	
White and Asian		White and Asian	
White and Black Caribbean		White and Black Caribbean	
White and Black African		White and Black African	
Any other mixed		Any other mixed	
Chinese		Chinese	
Traveller		Traveller	
Any other ethnic group		Any other ethnic group	
Place incidents occurred			
Classroom		Corridor	
Playground		Outside school	
Dining Room		Other	
Cyber incident			
Category of racist incident			
Name calling		Physical abuse	
Inciting others		Abuse of personal property	
Jokes		Graffiti	
Use of racist language		Distribution of offensive material	
Cyber incident		Abusive letters	
Provocative behaviour		Refusal to co-operate with pupils due to their race or ethnicity	
Seriousness of racist incidents			
Scale	Number reported	Definition	
1		No offence was intended or taken	
2		Hurt or distress was caused, but the offending behaviour is unlikely to be repeated	
3		Hurt or distress was caused, and the pupil(s) responsible had previously been warned that their behaviour was unacceptable	
4		Substantial hurt or distress was caused, and/or the behaviour was based on substantial hostility and prejudice, and/or the behaviour may be repeated	
Number of exclusions resulting from racist incidents			
Fixed term exclusions	0		
Permanent exclusions	0		

Date \_\_\_\_\_