



To believe, to achieve, to succeed – together

Preventing and Dealing with Racist Incidents Policy

Our Mission Statement is:

'To enjoy school, achieve our best and lay the foundations for life long independent learning.'

We do this by:

- Having high expectations of academic achievement and behaviour by continually challenging monitoring and raising standards in order to evaluate the needs of individual pupils
- By continually enhancing our unique site so that we provide a healthy and safe environment which is happy, purposeful, encouraging yet stimulating and creatively structured
- Nurturing every one's emotional and spiritual development through Christian values and the positive caring ethos of the school
- Ensuring we develop self respect and an appreciation of the needs and views of others
- Providing a broad and balanced imaginative curriculum that promotes individual learning styles and develops reflective learners, independent and collaborative thinkers and decision makers
- Seeing all children as individuals, valuing their different strengths and achievements and equipping them to be successful in the modern world

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- Developing and maintaining strong links and a shared vision with our families and local church and community networks
- Nurturing a positive relationship between home and school that ensures a strong learning partnership along side mutual respect
- Ensuring fairness and equality of opportunity for all in our inclusive learning environment so that all children have a positive experience of school life and their individual needs are met

Northamptonshire schools have been responding to, recording and report racist incidents since 2002 in accordance with guidelines provided by the Local Authority (LA). Currently this information is allocated on a countywide basis.

The Race Relations Amendment Act (2000) and the OFSTED framework make it clear that the school's statutory behaviour policy should include the fact that racial harassment will not be tolerated and that policies for recording and reporting will be checked for the pattern and frequency of racist incidents. These policies must be in place and incidents and the actions taken are reported annually to the governing body, parents and the LA.

Northamptonshire LA expects that schools will have a race equality policy which will be monitored annually.

This protocol is written to support schools in meeting the above expectations.

The LA will:

- Update the guidance as it becomes necessary
- Collate the information it receives from schools across the county
- Provide guidance on the correct complaints procedure for parents who express dissatisfaction with a school's response to dealing with a racist/bullying incident.
- Monitor the number of incidents across the LA and any emerging trends and patterns
- Provide data to enable schools and strategic LA agencies to benchmark incidents and monitor their response
- Establish a system of confidential reporting of incidents with other agencies of the LA

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The School will:

- Have procedures for dealing with racist incidents and ensure that all staff, including non-teaching staff, are aware of their responsibilities and how to respond to incidents appropriately.
- Take action in response to reported incidents, especially in supporting victims
- Record each incident on the forms provided and forward a copy to the LA when complete
- Have a nominated member of staff who has responsibility for collating the school data on racist incidents and for accessing trends and training needs
- Report to governors annually and discuss incidents and the school's response with them.