

# Impington Village College

## **POLICY FOR ADDRESSING RACIAL HARASSMENT**

2010 – 2012

To be reviewed Spring term 2012

Reviewed Spring term 2010

## **Policy Statement**

Racial harassment is one form of bullying. Impington Village College adheres to the Local Education Authority's definition of bullying, specifically racist bullying, as described in the County's document *Responses to Bullying: policy and guidance for colleges in Cambridgeshire* (1999):

*There are various definitions of bullying, but most have three things in common:*

- 1. It is deliberately hurtful behaviour.*
- 2. It is repeated over time.*
- 3. There is an imbalance of power which makes it hard for those being bullied to defend themselves.*

*....We should also recognise that racist bullying exists in colleges. Bullying is usually a personal mistreatment, directed at people because of something about them as an individual. Racist bullying is often impersonal and directed at people because of what they are. It is the mistreatment of a person because of their skin colour, ethnic group or nationality or their language; it affects not only the individual but also the community of which that person is a part.*

We all have a responsibility to challenge racism in our College and action will only be successful if it forms part of a wider policy which is embedded within the curriculum framework, and all college practices.

### **Definition**

Impington Village College works to the Stephen Lawrence Enquiry Report definition of racism as “---conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as in its more overt form”.

We work with the definition of a racist incident from the same report: “A racist incident is any incident which is perceived to be racist by the victim or any other person”.

The term 'racial harassment' can be used to cover a wide range of incidents including:

- Derogatory name-calling, insults and racist jokes
- Verbal abuse and threats
- Physical assaults
- Ridicule based on differences of culture, religion or ethnicity
- Refusal to co-operate with another because of ethnicity or religion
- Racist comments in the course of a lesson or discussion
- Graffiti
- Incitement of others to act in a racist manner
- Wearing racist badges or insignia
- Introducing racist literature into College

- Recruiting other students to racist groups.

We will recognise as a potentially racist incident:

- Any incident which includes an allegation of racial harassment made by a person. This includes allegations made after the event by other persons such as parents or local community groups. **The views of the victims of any abuse, assault or intimidation will be paramount in deciding whether an incident was racially motivated.**
- An incident in which it appears to a member of staff that there is an element of racial motivation or harassment.
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In addition, incidents which involve a member of a minority ethnic group will be carefully monitored to ensure that potentially racist incidents are not overlooked.

### **Dealing with racist incidents**

When racist incidents occur, we will take the following actions:

#### **❖ Support the person who has suffered racial harassment**

When dealing with racist incidents involving students staff should:

- **Listen attentively**
  - Indicate they are pleased that the student has been able to tell them
  - Remain calm and reassuring
  - Accept their language and terminology
  - Remember that to confide in a member of staff may need considerable courage
- **Acknowledge**
  - Acknowledge the feelings of the students
  - Confirm they were right to make the disclosure
  - Show they understand the difficulty in discussing the matter
  - Reassure while explaining the need to take the matter further
- **Report**
  - Indicate that they cannot keep this information to themselves and that this may need to be shared with others in authority in order to stop further harassment. However, if victims are adamant that they do not wish any further action, advice should be sought from the designated member of staff before any further action, investigative or disciplinary, is undertaken.
- **Support**
  - Recognise that victims will need immediate support and must be reassured that the matter will be treated seriously and that a full investigation will take place.
  - Where appropriate, depending on the nature of the incident, ensure that parents are aware of the incident and kept informed of the progress of any investigation. It may be necessary to either provide support or encourage parents to seek support for themselves and other members of the family.

- Where appropriate, depending on the nature of the incident and the needs of the victim, consult with external partner support agencies e.g. Open Out.

We recognise that members of staff can also experience racial harassment, from students, from other staff or members of the public. We will support them in the same way as we would students.

#### ❖ **Incidents occurring outside the classroom**

Incidents which occur outside the classroom including, for instance, on college buses, will not go unchallenged and all members of staff have a responsibility for responding to the situation, for example:

**Racist graffiti** All racist graffiti in the College must be reported. It is the responsibility of the Vice Principal, Business & Administration to ensure that all racist graffiti is removed immediately. Regular checks should be made of the premises to discourage perpetrators. Steps should be taken to try to identify perpetrators.

**Incitement of others to behave in a racist way** Explain fully that racist behaviour will not be tolerated by the College.

**Possession/distribution of racist material, e.g. badges, insignia, leaflets, comics, magazines** All forms of racist literature and propaganda must be removed. Explain that establishments will not permit the wearing of racist badges or insignia

**Attempts to recruit students/staff to racist organisations and groups** Once the incident has been reported to a senior Member of staff, the 'recruiter' should be interviewed.

#### **organisations and groups**

Follow-up measures against perpetrators will be taken – these may include temporary or permanent exclusions.

#### **Dealing with the person(s) responsible**

No incident that is, or appears to be, racially motivated, should go unchallenged. The nature of the challenge will depend on the circumstances in which the incident occurs. Within the context of the classroom, it is the responsibility of the teacher or tutor to make explicit that any racist behaviour is unacceptable and contravenes both College policy and Impington's culture and ethos.

Should a student persist with inappropriate behaviour of this nature and the teacher feels unable to resolve the matter, then a written report of the incident should be passed to the relevant Head of Year who will take further action, as appropriate.

Serious incidents will be reported to parents and will be centrally recorded for monitoring purposes.

- ❖ We have a statutory duty to address racist incidents and report them to the Local Authority.