Greenmount Primary School

Policy for

Dealing with Incidents of Racial Harassment

Chronology:
This policy replaces the one agreed by the Full Governing Body on 18th May 2020
This policy was updated by the Head Teacher on 29th July 2025 and is relevant for the academic year 2025 - 2026

Introduction

Racial harassment is common within society. Although it seldom occurs in our school, we treat any incidents seriously in order to sustain our tolerant and caring environment.

Definition of Racial Harassment

The Commission for Racial Equality defines racism as

Violence which may be verbal or physical and includes attacks on property as well as on the person,

suffered by individuals or groups because of their colour, race, nationality or ethnic or national origins,

when the victim believes the perpetrator was acting on racial grounds and/or there is evidence of racism.

Racism is aimed at a whole group indiscriminately and it is intolerant of another's background and culture.

Individuality

Within our school we foster a respect for everyone's individuality. By means of work in PSHE, RE, Collective Worship and other areas of the curriculum, teaching is structured to include implicit and explicit cultural comparisons and to support the ideologies of other cultures. The concept of different yet very similar lifestyles worldwide is reinforced. Children are encouraged to value and care about others, whatever their race, colour, ethnic or national origins.

Reporting and Recording Incidents

- Children will be encouraged to report to an adult any incident of racial harassment.
- The adult should record their discussion with both pupils.
- The parents of the pupils involved will be informed of the incident.
- The head teacher or the deputy head teacher will interview parents of all parties involved if this seems appropriate.
- Records will be kept of all incidents on CPOMS.
- The head teacher or deputy head teacher will be available to offer support to the victim.
- Sanctions will be implemented with regard to the perpetrator(s) if appropriate.
- If a pattern of incidents were to occur, we would implement strategies outlined in the school's policy for Anti-Bullying.
- A record of incidents of racial harassment will be given to the governors each term via the Head Teacher's report.

Creating a non-racist environment

Staff create a non-racist environment by some or all of the following means:

- Giving specific time to explore feelings and develop positive attitudes towards other people
- Spontaneously, using the procedures in the policy when harassment occurs
- Developing equal opportunities and caring attitudes Providing opportunities for appropriate role play, perhaps exploring scenarios involved in racial harassment
- Problem solving, e.g. 'What would you do if…?
- Reading and telling stories
- Asking pupils to help shy children or newcomers feel welcome and accepted

See also Single Equality Policy.