



Cherry Tree Primary School

Prejudice Related Incidents Policy

(Please also refer to the Behaviour Policy)

March 2016

The school adheres to the General duties under the Equality Act 2010 which ensures that our practice and policies will:

- eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not
- foster good relations between people who share a relevant protected characteristic and those who do not

The Equality Act 2010 protects people from discrimination and harassment based on protected characteristics. These are:

- Race
- Disability
- Sex
- Age*
- Religion or belief
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment
- Marriage and Civil Partnership*

*For staff only

Prejudice related incidents may include:

- Threatened or actual physical assault
- Verbal abuse
- Prejudiced graffiti (on school furniture, walls or books)
- Distributing prejudiced literature
- Wearing of badges or symbols belonging to known prejudiced organisations
- Name calling
- Teasing in relation to any of the protected characteristics
- Expressions of prejudice calculated to offend or to influence the behaviour of others
- Intimidation
- Isolation and spreading of rumours
- Inappropriate and hurtful humour



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Some features of Prejudicial Harassment:

- Power dynamics mean that prejudiced language carries enormous power to damage
- There may be resistance to revealing experiences of prejudice or labelling them as such, and targets may only reveal the 'tip of the iceberg'
- Pupils may have a 'level of tolerance' based on the assumption that 'it is bound to happen' or 'no-one will take it seriously' or 'I'll be seen as a trouble maker'
- Pupils may 'play along with' the prejudice as a defence mechanism
- Pupils may blame themselves or their family
- Pupils may wish to 'protect' their parents from knowing
- Pupils feel isolated and can feel in despair

Investigating a Prejudice Related Incident

The emphasis is on the perception and the feelings of individuals and groups at the receiving end of the prejudice related incident. When investigating the school will be seeking to establish whether any behaviour, language or expression has occurred which has caused harm or offence in relation to any of the protected characteristics. Prejudice related incidents are not necessarily based on intentionality but on the effect of harm or offence.

Is it a Prejudice Related Incident?

If the answer to any of the following 3 questions is 'yes' then you should record it as a prejudice related incident.

1. Was anyone offended/hurt/upset by the remark? If anyone is upset by a remark or behaviour linked to the protected characteristics it should be recorded as a prejudice related incident.
2. Would a representative of the community concerned have been offended? You can have a prejudice remark without there being a victim present. Intention is not necessary to the criteria. In order to ask questions about groups other than their own, children need to learn appropriate ways to do so which will not cause offence.
3. Was the way the remark was formulated or delivered derogatory, mocking or negative about the group/individual/character concerned? There is an element of age, experience and ability to consider in this criteria. However, a child being rude etc about something they perceive as strange in people who are 'different' would be recorded regardless of age or ability.

Responding to incidents

- All perspectives that a prejudice related incident has occurred should be recorded and investigated. An immediate response is vital and should be given a high priority.
- The way in which the incident is dealt with should be appropriate to the incident itself. For example, a deliberate prejudice attack should be dealt with on the same basis as any other attack i.e. red card. Where the incident and any hurt caused is judged to be unintentional, then the emphasis would be on counselling support and education as appropriate for both parties.
- Prejudiced literature, badges and insignia should be confiscated immediately and the reason for not allowing them explained. Any letters home should convey the seriousness of such incidents and the schools' determination not to tolerate prejudice should be explicit.
- The parents/carers of pupils who have experience of prejudice should be kept fully informed at each stage of the process.
- Incidents involving physical violence should always result in serious disciplinary action - this may include exclusion.



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- Incidents which occur outside of school but which involve or impact upon relationships within school should be dealt with as school concerns. It is not appropriate to ignore prejudice related incidents because they happen outside of school hours or premises. All prejudice related incidents that contribute to a climate of fear, intimidation or hostility should be considered priorities. It may be necessary to work closely with other agencies in resolving such incidents.
- The school will provide those who have experienced a prejudice related incident an **immediate, sensitive and supportive** response. The school will take their complaint or distress seriously, allow them to express their feelings, find out what happened to them and agree with them what will happen next.
- The Headteacher will be informed and consulted on all prejudice related incidents.

Dealing with those who have caused offence

The schools' opposition to prejudice related incidents should be clearly stated.

- Define why the behaviour, language or event was felt to be prejudiced and explain why it was - check understanding.
- Unintentional incidents may leave perpetrators themselves feeling wronged - appropriate support needs to be offered and incidents resolved in such a way that all parties find a positive way forward.
- If a red card has been given - parents/carers of the perpetrator should be informed.
- Steps should be taken to ensure, as far as possible, that prejudiced behaviour is not repeated.
- Where parents/carers have contributed to the perpetration of prejudice related incidents, the Headteacher should be informed and involved in meetings with the relevant parents/carers.

Prejudice related incidents involving pupils should be made known to other staff - it is important that staff are aware of the vulnerability of individuals and the sensitivity of relationships.

Incidents impact not only the perpetrator and their target, but also on those who witness the incidents and others who hear about them. It is important that we make sound judgements about informing the relevant wider school audience about British Values and to create an school where prejudice is not tolerated.

Recording

All incidents must be recorded even if they have not warranted a sanction. Any prejudice related incident must be recorded in the Incident Book which is kept in the school office. The school will record and monitor all prejudice related incidents.

Review

To be reviewed every two years in line with the Governor's Two Year Plan.