

MILLWOOD SCHOOL, BURY

POLICY:	RACIAL HARASSMENT
DATE:	updated January 2018
DATE ADOPTED BY GOVERNING BODY:	2010

Rationale for the Policy

This policy should be read in the context of the following:

- Millwood Single Equality Policy 2015
- Prevent Duty 2015
- Equality Act 2010
- The Recommendations of the Stephen Lawrence Report (1999)
- Bury Council Equality Policy (2011)
- Bury Council Equality Strategy 2012-16
- Bury Council Dignity at Work policy (2010)

Harassment at work is any behaviour, deliberate or otherwise, directed at an individual or groups of people, that is found to be offensive or objectionable to the recipient, and which might threaten an employee's job security or create an intimidating environment for an employee. In addition, any interaction between two or more people which is acceptable to both parties will nevertheless be considered to be harassment if they cause harassment or offence to others.

Racism in general terms, consists of conduct or words or practices which advantage or disadvantage people because of their colour, culture, faith or ethnic origin. Its more subtle form is as damaging as in its overt form.

Institutionalised racism involves the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, faith or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people.

An incident of racial harassment for the purposes of this policy is defined as any incident which is perceived to be racist by the harmed person or any other person.

A policy is necessary because:

- racism and racial harassment exist and are issues for schools
- such behaviour prevents equality of opportunity and causes disadvantage
- such behaviour leads to emotionally damaged individuals and ultimately an emotionally damaged society.

- it is the responsibility of Millwood school to prepare young people for living in a multi-ethnic society.

Aims and Objectives

Millwood School:

- is committed to preventing racial harassment within the school community
- is committed to opposing any form of racism and racial harassment
- is committed to monitoring and reporting on all incidents of racial harassment
- aims to support any harmed person of such incidents.

Guidelines

- This policy covers all staff, pupils and visitors.
- Millwood School will actively cherish and celebrate different cultures and reflect this across the whole curriculum.
- Millwood School will seek to purchase appropriate multi-cultural and anti-racist resources.
- It is the responsibility of all staff to recognise harassment when it happens and to take steps to eliminate it within the agreed procedures.
- Millwood School has a responsibility towards pupils who may be subject to racial harassment when they are travelling to and from school (including public transport) and where outside incidents impact on the school.
- Where appropriate an incident will be referred to an Authority Racial Harassment Reporting Centre or to the police. Victim Support may also be contacted.
- Millwood School will support training on racism and racial harassment for all staff.
- Millwood School will treat all reported incidents of racial harassment seriously and investigate thoroughly.
- A designated person within the school will provide a report in the autumn term summarising any reported incidents. This will be presented at an autumn term Governors' meeting and the information dealt with sensitively and confidentially. The designated person for Millwood School is Jill Tierney, Assistant head.
- The named senior person at Millwood School responsible for monitoring racial harassment will receive appropriate support and training.
- All incidents of racial harassment will be recorded using the online system at <http://portal.irisadapt.com> and as of April 2018 the new online system adopted by Millwood C-POMS. www.cpoms.co.uk A hard copy of the form will

be accessible to all staff for note-taking purposes. The school member of staff responsible for completing the online forms is Jill Tierney.

- Parents and carers of pupils who have been involved in serious or repeated incidents of racial harassment will be kept informed of the incidents any action taken. Contemporaneous notes of any oral messages will be kept.
- Harmed persons of racism and racial harassment need support. It may be appropriate to make use of one or more of the following: counselling, peer support, mentoring and School Councils.
- The harmed person should have the choice of seeking individual support from a member of staff they feel comfortable with.
- Under no circumstances will any act of racial harassment be condoned. Any wrong-doers will be dealt with appropriately.
- Any action will be in line with Bury Council's Dignity at Work policy and with Millwood School's behaviour management and anti-bullying policies.
- Wrong-doers may need support and help. This may include counselling.

Monitor and Review

This policy will be reviewed in two years' time in January 2020

Date Approved by the Governing Body – **June 2012**

Date to be reviewed by the Governing Body – **January 2020**

Reviewed 2018 – need to check how incidents are monitored. No LA monitoring any longer.

Further guidance for schools, parents and carers on Racist Bullying in Schools can be found on <http://www.bury.gov.uk/index.aspx?articleid=4443>