



CASTLEMAN ACADEMY TRUST

POLICY :

Preventing Racist Incidents

Author: Chief Executive Officer

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CASTLEMAN ACADEMY TRUST

Preventing Racist Incidents

Definition of a Racist Incident

A racist incident is any incident which is perceived to be racist by the victim or any other person. (from the Stephen Lawrence Inquiry Report - Recommendation 12).

“Racial” means of any colour, race, nationality or ethnic or national origin.

We recognise that such incidents could manifest themselves in ways identified in the Trust’s anti-bullying policy eg name calling, physical bullying, exclusion from a group.

Statement of Intent

Every person has the right to be educated and work in a safe and caring environment where racist incidents will not be tolerated.

Preventing Racist Incidents

The school and Trust policies on Equal Opportunities, Well Being and Dignity at Work, Religion Personal Social Health and Citizenship Education, and Anti-Bullying, outline how we aim to prevent racist incidents.

Addressing Racist Incidents

The Trust takes regard of its responsibilities under the Race Relations’ Act, 1976 on addressing, recording and reporting racist incidents.

Recording Racist Incidents - Process

- Member of staff records incident on internal “Incident Form” which is passed to Senior Leader for further investigation, monitoring and possibly further action.
- The Head Teacher reports termly to Governors in the termly report.

Should a racist incident recur, closer monitoring would take place and the Head Teacher would respond accordingly, following guidance set out in the appropriate policy. This would also be discussed with the CEO during their monitoring visits. Depending on the seriousness of the incident, the CEO would normally be informed immediately and support the school in dealing with the incident.

There is no longer a requirement to inform the Local Authority of Racist Incidents. Castleman Academy Trust schools may refer an incident to the “Safer Schools and Community Team” (SSCT) if appropriate. There is no “threshold” for reporting and so Headteachers will take advice from SSCT, their Safeguarding Lead and Governor and the CEO when making a decision to refer. We may refer to “Prevent” depending on the nature of the incident.

Equality Impact Assessment

This policy has been reviewed with the equality impact considerations as laid down in the Trust’s Equality Policy.