



SOMERVILLE FEDERATION

# Dealing with Racial Harrassment Policy

Headteacher.....

Date.....

Chair of Governors.....

Date..... Review Date.....

## **Dealing with Racial Harassment**

*The provider must take the necessary steps to safeguard and promote the welfare of children – EYFS legal requirements*

### **Aim of Policy**

Somerville Nursery School is committed to promoting tolerance and fairness towards all members of staff, students, volunteers, children and parents/carers. We fully and whole heartedly adhere to both the spirit and detail of both the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000, which outlaw discrimination against anyone on grounds of race, colour, nationality or ethnicity.

Somerville Nursery School accepts its duty to try to eliminate discrimination and to promote equality of opportunity and good race relations. All staff and children at the setting are entitled to an environment free from harassment and discrimination, as outlined in the Equality of Opportunities policy

### **Procedures**

#### **Preventing Racial Harassment and Discrimination**

Proactive steps can be taken to prevent racial harassment and discrimination, and the Centre believes that this is more effective than tackling a situation once it has already occurred. Therefore, alongside the procedures outlined later in this policy to deal with incidents of racial harassment and discrimination, Somerville Nursery School will:

- Ensure that all children are valued and encourage individuals to treat each other with respect, regardless of their race, colour, nationality or ethnicity.
- Acknowledge the existence of racism in society and take steps to promote harmonious race relations in our community.
- Promote good relations between different ethnic groups and cultures within Somerville Nursery School and in the wider community.
- Ensure that different cultural and religious needs are met, understood and communicated to all individuals involved in Somerville Nursery School .

#### **Examples of Racial Harassment and Discrimination**

Racial harassment and discrimination can manifest itself in a variety of ways, some overt and others much less so. Some examples of unacceptable behaviour include:

- The use of patronising words or actions towards an individual for racial reasons – including name-calling, insults and racial jokes.
- Threats made against a person or group of people because of their race, colour, nationality or ethnicity.
- Racist graffiti or any other written insults or the distribution of racist literature.
- Physical assault or abuse against a person or group of people because of their race, colour, nationality or ethnicity.

All staff and children should be encouraged to take responsibility for promoting racial tolerance and for protecting each other from racial harassment and discrimination by reporting any suspected incident to the Head Teacher or another responsible person.

#### **Addressing Racial Harassment and Discrimination**

- If a member of staff witnesses an incident of racial harassment or discrimination occurring at the setting they will be required to report the incident to the Head Teacher or other senior member of staff.
- If a child becomes aware of an incident of racial harassment or discrimination occurring at the setting they will be encouraged to share the incident with the Head Teacher or other senior member of staff.
- Any allegation made against a member of staff or a child will be investigated thoroughly. The individual concerned will be told that such behaviour will not be tolerated at the setting and that steps will have to be taken to ensure that it does not happen again.
- Each incident will be fully investigated and details will be recorded in the Incident Record File.
- In the case of children, incidents will be reported to their parent/carer and a course of action agreed upon to resolve the situation.
- In the case of staff, provisions within the Staff Disciplinary Procedures Policy will be activated and a record of the incident will be kept and made available to Statutory Authorities if appropriate.

#### **Monitoring of Racial Incidents**

The Head Teacher is responsible for ensuring that all incidents are handled both professionally and sensitively. All incidents will be kept confidential, with initials being used in the place of names in the Incident Record book. In cases where the Head Teacher is involved in an allegation, the Registered

**Person will handle the incident, or nominate a senior member of staff in their place.**

**In all cases, continued racial harassment or discrimination from any individual will potentially result in loss of place, where all other efforts have failed to provide a satisfactory resolution.**

**Guidance should be sought from the named person within the Local Authority to ensure that any incidents and the recording of them comply with Local Authority policy and procedures.**