



RACIST ABUSE POLICY

Signed: *Fred Corbett.*

Designation: *Chair of the Governing Body.*

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Reviewed by Standards & Learning Committee: 18/01/18
Ratified by the Governing Body on 01/02/18
The next date for review of this policy is February 2021

RACIST ABUSE POLICY

The Open Academy is an inclusive Academy where we focus on the well-being and progress of every child and where all members of our community are of equal worth. The Open Academy takes its responsibility of promoting racial harmony very seriously and our core values underpin our belief.

This policy should be read in conjunction with the Open Academy's Equalities Policy.

The definition of a racist incident, as given by Sir William MacPherson in his Report on the Stephen Lawrence Inquiry, is:

"A racist incident is any incident which is perceived to be racist by the victim or any other person."

The Academy must have due regard to eliminate discrimination and foster good relations across all characteristics – between those who have shared characteristics and those who do not.

Both as individuals and as staff, teachers need to have a shared philosophy about the nature of a multicultural society, and about how to deal with conflicts, controversies and difference.

It must be clearly understood that racism involves not only prejudice based on colour and appearance but also prejudices connected with religion and culture. Students and staff should feel free from any form of abuse based on their protected characteristics.

Protected Characteristics:

- **Sex (gender)**
- **Race**
- **Disability**
- **Religion and belief**
- **Sexual orientation**
- **Gender reassignment**
- **Pregnancy or maternity**
- **Age**
- **Married and Civil Partnerships**

It is not only the behaviour of certain young people that should be challenged, but also the role of sections of the media in presenting and perpetuating negative stereotypes of certain communities and groups.

The role of the teacher is to help learners understand their own behaviour and, as appropriate, to change it. This should not be limited to the use of reprimands and sanctions.

There should be attention to preventing and reducing racism through the curriculum (particularly but by no means only the PSHCEE curriculum) and in the Academy's overall ethos.

When racist incidents happen they should be reported immediately to the Inclusion Team. It is then recorded on Sims and dealt with in accordance to the Positive Behaviour Policy.

The Principal will monitor racist incidents, identify trends and areas for concern and will report once yearly to the governing body.

Victims of racist incidents have suffered some abuse and, therefore, it is important that staff cross reference with the Academy's Safeguarding Policy.

PERPETRATORS

- Perpetrators of racist abuse will be given a sanction commensurate with the offence, taking into account any history of racist incidents involving the perpetrator.
- Our principal aim will be to educate, and build towards more harmonious relationships.
- We recognise that students may be influenced by the outside world and the media and may not have a full understanding of the implications of their actions.
- We will encourage the perpetrator to apologise to the victim without causing further distress.
- We will explain why the behaviour is unacceptable, and leave the perpetrator in no doubt that it is contrary to Academy Positive Behaviour Policy and against the law.
- We will use of the Academy's Positive Behaviour policy if necessary, and certainly in the case of repeated incidents.
- We will take advice and involve external agencies if necessary.
- Restorative justice will be offered.

VICTIMS

- We will take complaints seriously and offer support.
- We recognise that hurt can be real even when the cause may be unintentional.
- We will continue to monitor the victim's situation and frame of mind and continue to offer support if required.
- We will seek support from other agencies if required.