



# CASTLEMAN ACADEMY TRUST

## **POLICY :**

# **Preventing Racist Incidents**

**Author: Chief Executive Officer**

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**Review Body: Trust Board**

**Date Adopted: 10<sup>th</sup> February, 2022**

**Review Date: Spring 2023**

## **CASTLEMAN ACADEMY TRUST**

### **Preventing Racist Incidents**

Our policies refer to Senior Leaders. This can mean Executive Head Teacher, Head Teacher or Head of School.

#### **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/Head of School reports termly to Governors in the termly report.

Should a racist incident recur, closer monitoring would take place and the Senior Leader 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 may 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.

Schools will record Racist incidents and report them via the Headteachers’ Termly Report to the SSB.

#### **Equality Impact Assessment**

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