

Anti-Racism, Sexism and Homophobic Policy

September 2019

Rationale

The Tuition staff believes that all children should be able to use and benefit from tuition facilities and the education provided and no pupil, parent, member of staff or visitor should suffer racial, sexist or homophobic harassment or the fear of racial, sexist or homophobic harassment.

Definitions

Racial Harassment:

The Commission for Racial Equality defines racial harassment as 'An unwelcome or hostile act or series of acts carried out on racial grounds,' and defines hostile act or series of acts carried out on racial grounds,' and defines 'racial grounds' as 'grounds relating to colour, race, nationality or ethnic or national origin' and would also include religion.

Sexism / Gender Discrimination

Sexism or gender discrimination is prejudice or discrimination based on a person's sex or gender. Sexism can affect any gender, but it is particularly documented as affecting women and girls. It has been linked to stereotypes and gender roles and may include the belief that one sex or gender is intrinsically superior to another.

Homophobia

Homophobia encompasses a range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being lesbian, gay, bisexual or transgender (LGBT). It has been defined as contempt, prejudice, aversion, hatred or antipathy, may be based on irrational fear, and can be related to religious beliefs.

Prevention of Racial, Sexist, Homophobic Harassment

Gascoigne Primary Tuition has an obligation to provide a curriculum which:

- Promotes the spiritual, moral, cultural and physical developments of the pupils at the tuition and of society;
- Prepares its pupils for the opportunities, responsibilities and experiences of adult life.

In line with the LA's curriculum policy, the tuition has a duty to ensure that 'Emphasis must be given to the social as well as the personal so that the individual can be introduced to our pluralist society and its cultures.' The tuition should therefore,

'Foster a positive atmosphere of mutual respect and trust,' and should establish procedures for 'countering prejudice and discrimination if and when they occur.'

These aims can be fulfilled not only through the basic curriculum but also through Personal, Health and Social Education programmes (PHSE), the tuition's Behaviour Management policy and through assemblies. Gascoigne Primary will also develop a whole tuition ethos based on mutual respect where it is made clear that bullying, of any kind, is unacceptable; please see Anti-Bullying Policy.

Guidelines with Dealing with Incidents

- Gascoigne Primary has agreed procedures for dealing with racist attitudes and behavior and all staff are made aware of these. The procedures are systematically monitored by senior members of staff, the Governing Body and the LA.
- Pupils who report racist, sexist, homophobic harassment, verbal or physical, will be listened to carefully and the details recorded on the tuition's Reporting Form. See Appendix A. The incident will be investigated and the pupil informed of the outcome. Incidents and outcomes will be reported to the Governing Body termly and policies and procedures monitored for effectiveness.
- In each reported case, the pupil's parents will be informed, advised and supported. They may wish to involve the police.
- The perpetrator, if a pupil, will be dealt with fairly but firmly, taking into account the nature of the incident and the age of the pupil. Possible actions could include an apology, class discussion or circle time, loss of privileges or play time, letter to and discussion with their parents, a fixed term exclusion and as a final resort – permanent exclusion.
- If a member of staff, parent or visitor is guilty of harassment, it will be reported to the Local Authority as an incident. In the event of a member of staff – it may also be reported to LADO.
- If a parent harasses a pupil, a member of staff or another parent, he or she will be warned that such behavior is unacceptable. The parent could be banned from the tuition site and prosecution may be possible if a further incident occurs; the police will be informed. The police will be called if the incident is serious and / or the parent refuses to leave the tuition premises. Advice on banning parents and legal action which the LA can take is contained in the Department for Education's document 'Violence at Work' (1998) and advice sought from the Department for Education (DfE).

Recording

- Records will be kept of all incidents of discrimination. Incident forms will be completed and the Governing Body informed. If the incident is serious, the LA will be informed – see Appendix B.
- The parents of both the perpetrator and victim will be informed of the incident on the day of it being reported.
- If the harassment / discrimination is from the children of neighbours and is continuing at home, the Safer Neighbourhood Team will be informed and the Housing Department; the police may also be called.

- The details within the incidents will be collated and the Governing Body will monitor patterns / trends and take action accordingly.

Date approved: August 2019

Review Frequency: Every three years

Date next review due: August 2022

Appendix A

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Racist/Sexist/Homophobic Incident Report					
Name of victim(s):			Name of perpetrator(s):		
Gender	Ethnicity	Year Group	Gender	Ethnicity	Year Group
Date of incident:			Time of incident:		
Where incident occurred:			Reported by:		
Type of incident: (please tick) <ul style="list-style-type: none"> Verbal abuse / name calling / threats / insults / jokes / innuendo Written derogatory comments Ridiculing due to cultural differences Ridiculing due to religious differences Ridiculing due to sexuality / gender Physical assault 					
Please briefly describe the context and the events leading up to the alleged incident: (e.g. where, when, who was there...)					
Details of the incident: (include witnesses / accounts of those involved / other evidence)					

Signed:	Role:
Action Taken (please tick) <ul style="list-style-type: none"> • Clear support for victim at the time of the incident • Clear challenge and/or reprimand for offender at the time of the incident • All staff who work with victim or offender informed • Offender followed up, e.g. discussion, counselling • Restorative justice or peer mediation approaches used • Other victims supported, e.g. witnesses • Victim supported following incident, e.g. discussion, counselling • Referral to other agency • Sanctions imposed on offender • Whole class/group follow up • Other action (please specify) 	
Other Parties Informed (please tick) <ul style="list-style-type: none"> • Victim's parent / carer • Perpetrator's parent / carer • B&D Equality Team • Children's Social care • Police 	
Has the incident been resolved to the satisfaction of all parties?	
Is there a further need for review?	
Comments on any wider implications (for example any need for preventative work with pupils to be developed or staff training)	
Signed:	Role: