

ANTI-RACIAL HARASSMENT

A SCHOOL STATEMENT

We at Collis School believe that all our pupils and adults working within the school community have the right to learn and work in a safe environment free from bullying, harassment and violence.

Racial Harassment is:

behaving in a way that ridicules, degrade, demeans, humiliates and intimidates someone (or some group) on the grounds of their colour, their nationality or citizenship status.

It may be:

verbal	name calling, jokes, insults, threats
actions	refusing to work alongside or co-operate with a person
physical	graffiti, damaging property, intimidating, or threatening behaviour, physical assault.

It is not acceptable behaviour.

Within the school's PSHE & C Policy, the Behaviour Policy clearly outlines the school ethos with regard to behaviour and indicates how we, as a whole school, actively promote good behaviour which includes dealing with bullying and racial harassment.

SUPPORTING DOCUMENTS

The Race Relations Act (1976) makes it unlawful to discriminate against someone, directly or indirectly, in the field of education.

The Macpherson Report (1999) recommends that schools value cultural diversity and prevent racism. LEA's and school governors should prevent and address racism by ensuring:

- all schools record racist incidents
- all incidents are reported
- the number of incidents are published annually
- the numbers and self-defined ethnic identity of excluded pupils are published annually

At Collis School all racist incidents are reported to and recorded by the Headteacher.

The school's Anti-Bullying Policy and Behaviour Policy give clear guidelines on how to deal with these incidents.

A [Richmond upon Thames Information Leaflet 'Racism, Not Wanted in our Schools' is available at our school through contacting the PSHE & C coordinator.

Appendices

1. Racial Harassment – definition
2. Racial Incident – definition
3. Racism – definition
4. Possible Effects of Racial Harassment on the Victim
5. Race Equality Action Plan