

Racist Incident

July 2023

Houghton & Wyton Pre-school Playgroup has adopted and will follow the Local Authority advice and guidance regarding racist incidents. Where the incident involves a child from the Pre-school and the alleged perpetrator is a member of staff, it will be dealt with according to the Pre-school's Staff Disciplinary Procedures.

Incidents where the victim and the alleged perpetrator are both members of staff, the incident will be dealt with according to the Pre-school's Staff Code of Conduct document.

Principles

- The Pre-school believes that all children, regardless of their race, nationality, culture or religion, are entitled to an education, which is free from racial discrimination and harassment.
- All staff are expected to take all allegations seriously and to implement the agreed policy and procedures.
- Dealing with racist incidents should be seen as part of the Pre-school's Promoting positive behaviour Policy, which includes dealing with bullying.
- The Pre-school Manager will keep staff and parents updated on racial equality and harassment issues through briefings, Committee Meetings and Staff Training.
- This policy will be reviewed regularly and take account of the Pre-school's experience during the previous year.

Procedures

- We recognise that codes for interacting with other people vary between cultures and require staff to be aware of, and respect, those used by members of the setting.
- We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
- We familiarise new staff and volunteers with the setting's Positive Behaviour Policy and Racist Incident Policy and its guidelines for behaviour.
- We expect all members of our setting - children, parents, staff, volunteers and students - to keep to the guidelines, requiring these to be applied consistently.
- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their key person. We work with parents to address recurring inconsiderate behaviour, using our observation records to help us to understand the cause and to decide jointly how to respond appropriately.
- All incidents should be reported and recorded on the Prejudice Related Incident Report form however minor that might seem at the time (see attached copy of form).
- The Pre-school Manager is responsible for overseeing the reporting procedure and will monitor the incidence of racial harassment on a regular basis.
- The information recorded will form the basis of the Pre-school Manager's report to the Parent Management Committee, where there is information to report.
- A record will be kept of action taken by the Pre-school and all records will be kept securely in the Pre-school Manager's office.

Legal framework

- Race Relations (Amendment) Act (RRAA) 2000
- Human Rights Act 1998
- Equality Act 2006

Further guidance

- **Amnesty International:** offers school resources and downloadable teaching packs that can be found through a simple search engine.
- **Channel 4:** has links to interactive Citizenship and PSHE activities, which are both useful for anti-racist exercises in the classroom.
- **Disability Equality in Education:** has a range of resources from teaching packs to books on inclusive education, CDs, DVDs, games and children's storybooks.
- **Institute for Citizenship:** features resources, information and case studies for teachers and students.
- **Oxfam:** has over 80 resources for schools including publications on racism for use in the classroom.
- **Qualifications and Curriculum Authority:** has some excellent guidance for teachers teaching about racism in the classroom.
- **The Refugee Council:** sells publications relating to refugee issues as part of English, History, Geography and Religion.
- **The Runnymede Trust:** provides resources for teachers wishing to promote race equality in schools. www.runnymedetrust.org

The linked Real Histories Directory (www.realhistories.org.uk) will help you locate resources that already exist in LEAs such as storytellers, dual language books or culturally diverse toys. You can also add your own resources to the site.

*This policy was adopted at a meeting of **HOUGHTON & WYTON PRE-SCHOOL PLAYGROUP***

To be reviewed as required.

Signed on behalf of the Parent Management Committee:



*Name of Signatory: **CLAIRE ANDERSON***

*Role of Signatory: **CHAIRPERSON***