



The Tiffin Girls' School
DISCRIMINATION INCIDENT POLICY
REVISED April 2019

Introduction

1. This document should be read in conjunction with the following policies:
 - Anti-bullying
 - Complaints
 - Safeguarding
 - Behaviour for Learning
 - Single Equality Scheme
 - Equality and Diversity
2. Schools can make a positive contribution and help improve all children's lives by creating a safe learning environment where all children feel valued and can enjoy and achieve.
3. By taking the lead in sending a clear message that racism/prejudice will not be tolerated, schools can help improve their students' lives and contribute to community cohesion and to a healthier society in general. It should be remembered that even where the actual number of racist/prejudice incidents is low, each incident is damaging for the victim and their family, and ultimately to the wider community.
4. It is important that schools should react quickly and decisively to a single incident of racism/prejudice if and as it occurs, rather than waiting until a pattern of bullying can be detected in a series of incidents.
5. School policies and ethos should communicate to students, parents/carers and staff a clearly stated commitment to dealing with racist/prejudice incidents. This will encourage all children and parents/carers, and particularly those from minority communities, to feel sufficiently supported to be able to report any experience of racist bullying.

Definitions

6. The Stephen Lawrence Inquiry report by Sir William Macpherson (1999) recommended that a racist incident should be defined as '**any incident which is perceived to be racist by the victim or any other person**'. This is the definition adopted by The Tiffin Girls' School.
7. The equality Act of 2010 requires all schools to eliminate discrimination on the grounds of sexual orientation and gender reassignment. Schools must promote equality of opportunity and foster good relations. This means doing more than just tackling homophobic, biphobic and transphobic bullying by taking **proactive steps to support LGBT students and promoting respect and understanding of LGBT people and issues across the whole community**
8. Prejudice in the context of this policy is defined as '**dislike, hostility, or unjust behaviour deriving from preconceived and unfounded opinions**'.

9. Incidents may include:

- **verbal and non-verbal abuse** such as name-calling and racist, homophobic, biphobic, transphobic and sexist jokes, verbal threats, cyber bullying (e.g. through the use of mobile phone, text messaging or email), non-verbal abuse (e.g. mimicking an individual because of racial, religious, language or cultural differences), or refusing to co-operate with others because of racial or cultural differences;
- **physical abuse**, e.g. damage to individual's property, physical intimidation or physical assault, or where the victim, witness, or anyone else thinks there is racist motivation;
- **other bullying based behaviour (racist or prejudice)** such as collusion with the racist/prejudiced behaviour of others, inciting others to behave in a racist/prejudiced way, racist/prejudiced graffiti, displaying racist/prejudiced insignia (e.g. wearing racist badges), possessing or distributing racist/prejudiced materials, or attempting to recruit others to racist/prejudiced organisations that incite disharmony and hatred.

Strategies

10. The following strategies will be employed by the school to minimise the number of racist/prejudiced incidents:

- Promote excellence in teaching and learning and communicate high expectations for all students
- Promote strongly a school ethos that values and respects people from all ethnic, language, cultural and religious backgrounds
- Promote an ethos that values and respects people of all sexual orientation and gender reassignment.
- Implement in full the school's policies aimed at promoting equality and community cohesion.
- Ensure that effective anti-bullying policies and procedures are in place
- Acknowledge the seriousness of racist incidents
- Take swift and appropriate action to deal with any racist/prejudiced incidents that do occur
- Encourage students, staff and parents/carers to report incidents
- Deal with allegations of racism/prejudice by students against staff or other adults as a child protection issue
- Inform parents/carers that the school is committed to ensuring harmony amongst its students, staff and the community
- Ensure that school policies, procedures and curriculum all reflect the context of your school community and value social and cultural diversity

Guidance for dealing with a reported incident

11. All incidents which are perceived to be racist, homophobic, biphobic, transphobic, sexist, anti-Semitic, islamophobic or any other form of discrimination however trivial, will be investigated by the school. If, after investigation, the conclusion is that there was no malicious motivation, this information will be recorded.

12. It is advised that the following procedure should be followed but may be varied according to the circumstances and in light of the overriding need to handle reports of racist/prejudice incidents sensitively to the victim:

- If the incident relates to a student, inform the relevant Head of Year (HoY) and the relevant Assistant Head Pastoral Y7-11 or Y12-13
- If the incident relates to a member of staff, inform the Headteacher who will in turn appoint a senior member of staff to investigate
- The HoY or member of the Senior Leadership Team may:
 - acknowledge the incident and express disapproval
 - support the victim(s)
 - try to understand the background to the incident and what may have motivated the perpetrator(s), without excusing their behaviour
 - explain to those responsible and any witnesses what was unacceptable about the incident; find a quiet place for this conversation, away from others

- decide on appropriate action, e.g. referring perpetrator(s) to the Headteacher, removing racist, homophobic, biphobic transphobic, sexist, anti-Semitic, islamophobic or any other discriminatory materials, reminding students of the school's policy on equality
- inform parents/carers
- record the incident and forward the information to the relevant Assistant Head Pastoral
- The relevant Assistant Head Pastoral will:
 - ensure follow-up action is taken to prevent recurrences
 - maintain a central record of all racist, homophobic, biphobic, transphobic, sexist, anti-Semitic, islamophobic or any other discriminatory incident reports
 - inform governors by way of an anonymous annual report made to the Governing Board in the summer term