





To inspire, enrich and nurture so each individual reaches their full potential

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The HCFS is a company limited by Guarantee Registration number 07648654

Preventing Racism Policy

This policy is reviewed every three years in the Spring Term

Next Review Due: May 2028

History of Document

Issue No.	Date Issued	Prepared By	Approved By	Comments
Issue 1	May 2022	ES (AVP Inclusion)	Trust Board (25.5.22)	Separate Policy Created
Issue 2	May 2025	Jo Pape (Vice Principal)	Trust Board	Addition of the use of 'Racism Incident Form'

1. Aims

This policy aims to ensure:

- Pupils at Hatfield Community Free School (HCFS) are treated with respect and feel safe with regard to their individual ethnic background
- Pupils receive their education in an environment, which is free from humiliation, oppression or abuse on racial grounds
- Parents feel confident that if racist incidents occur, they will be thoroughly investigated and dealt with and that help, and support will be given to all involved
- All stakeholders know their responsibilities in supporting those involved and HCFS if racist incidences occur

In addition, protecting pupils from the risk of radicalisation is also part of the schools wider safeguarding duties. We will actively assess and monitor the risk of pupils being radicalised and drawn into extremism. Staff will be alert to changes in pupil's behaviour that could indicate that they may be in need of help or protection. Staff will use their professional judgement to identify pupils who may be at risk of radicalisation and act appropriately. Staff receive annual training on safeguarding and the PREVENT strategy.

Definition of racism

Racism is when a person has deliberately been abused, harassed or discriminated against, or perceives this to be the case, in relation to their racial, ethnic or religious identity.

Racial Harassment

Racial harassment is any hostile or offensive action against an individual or group because of their skin colour, ethnic origin, religion or cultural background. There can be different forms of harassment and abuse.

Categories of racist abuse:

VERBAL

- Derogatory name calling
- Insults and racist jokes
- Insulting slurs
- Persistent teasing
- Ridicule of an individual for cultural differences e.g. food, music, dress etc.

PHYSICAL ASSAULT

- Hitting or kicking
- Spitting
- Taking belongings
- Threats of violence

INDIRECT

- Exclusion from activities and refusal to co-operate
- Humiliation
- Spreading rumours
- Racist graffiti
- Provocative behaviour, such as wearing racist badges or insignia
- Bringing to school racist materials such as leaflets, comics or magazines
- Incitement of others to behave in a racist way

- Racist comment within class discussions
- Attempts to recruit others to racist organisations and groups

Such behaviours can severely affect a child's ability to learn effectively, and the effect of harassment can remain with a person throughout their life.

2. Preventing Racism

The role of the school

- Our school community recognises and nurtures the identity of children of all races and cultures
- Our school strives to develop positive anti-racist language, awareness, images and strategies in order to create policies, practices and an environment that reflects that all people are equally valued and that no harassment will be tolerated
- Our school will be proactive in celebrating achievements, both of individuals and groups of all ethnic backgrounds as all children need to see and share a range of cultures which is positively valued
- Our school will show pupils that racism, in any form, is unacceptable through appropriate Personal Social and Health Education, school assemblies and curriculum coverage

The role of the staff

- All staff, teaching and non-teaching should always be vigilant in class and in the playground, to ensure that racist behaviour does not go undetected
- All staff should act as soon as possible and ensure that all interaction is carried out privately, i.e. away from the group when investigating a racist incident
 - All staff should remain calm and take time to listen impartially to all involved when investigating a racist incident
- All racist incidences will be logged on a 'Racism Incident Form', given to a DSP and then logged on CPOMs. The school will contact the parent/carers of the pupils involved. A suitable consequence and next steps will be discussed with all parties involved through following the school's **Behaviour Steps**
- All information relating to incidences of racism do not need to be sent to the local education authority.

There are a wide range of strategies that teachers can adopt in their classroom, which can support a school's approach to dealing with and addressing racism with all children.

These could include:

- Providing positive images and role-models in resources and displays which reflect the experiences and backgrounds of all children in our multicultural society
- Exploring with children at the appropriate level, issues of racism and equality in a range of personal, community and global contexts and inviting them to develop strategies of promoting justice and challenging injustice
- Building positive links and community groups and using support agencies to the full to ensure that the multicultural dimension to the curriculum is fully developed

The role of the pupil

- All pupils should adhere to our school's **Relationships Agreement**. A pupil who perceives themselves to be the victim of racism, and pupils who witness incidents of racism have a responsibility to report this
- All pupils should ask for help from staff in defusing a difficult situation. They should not retaliate, but should ask for help from staff

The role of the parent

- Parents/carers will support the school's policy on racism and will inform the school if they believe a racist act has occurred at school or in the wider community
- Parents/carers of a pupil who is responsible for racist misconduct are encouraged to play an active role in dealing with incidents

3. Addressing Racist Incidents

Racist Bullying

All racist incidents, including those which could be deemed to be racist bullying must be recorded on CPOMs. Where there is evidence that several individual racist incidents have been perpetrated against the same child/young person, staff should be vigilant to the possibility that the individual could be experiencing the effect of bullying (i.e. a sense of powerlessness, isolation and distress). The steps taken to resolve alleged racist and bullying incidents are the same i.e. reviewing the situation and providing support to, and challenging the behaviour of, those involved.

Racist Incidents Involving Staff

Racist incidents can sometimes involve members of staff as perpetrators or victims. When a member of staff is implicated in a racist incident (either as a victim or perpetrator) the Principal must seek advice from the [Race Equality Advisor](#) at Herts for Learning.

Involving Parents of Alleged Victims or Perpetrators

Parents of alleged victims and perpetrators will be informed of the allegation following the **Behaviour Steps**. Parents will be given regular progress updates when an alleged incident is being reviewed and will be informed of the outcomes.

Supporting Pupils through Positive Intervention

Pupils and parents should understand that all allegations of racist incidents will be treated with the utmost seriousness. The Senior Leadership Team are responsible for deciding how to respond to incidents and should seek understanding of:

- The age of the individuals
- The nature of the incident
- Whether there are any behavioural needs, which could affect an individual's behaviour towards others
- Whether there have been any previous racist incidents involving those individuals
- What action should be taken
- Their duty of care to all pupils involved

The Trust Board will:

- Support all stakeholders in the implementation of this policy
- Be fully informed on matters concerning racism
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

4. Monitoring and review

The overall effectiveness of the anti-racism policy will be subject to consideration in daily school life, staff meetings, SLT meetings, Trustee meetings, assemblies and class discussions. Records of racist incidents are recorded on CPOMs and the Principal will monitor patterns and trends.

If further support and advice is needed, the school should seek advice from the [Race Equality Advisor](#) from Herts for Learning.