



HEADLEY PARK

PRIMARY SCHOOL

Racist incidents and discriminatory language guidance

Aims

This document sets out the staff response to racist incidents and the use of discriminatory language to provide clarity for all stakeholders about our approach to these behaviours.

Racist Incidents Guidance

What is a racist incident?

The Stephen Lawrence inquiry report, published by the government after a racially-motivated murder, gives the following definition:

'A racist incident is any incident which is perceived to be racist by the victim or any other person.'

What to do if a child reports a racist incident?

1. Complete any enquiries to determine if the incident was a racist incident. This could involve speaking to the alleged victim/alleged perpetrator and any witnesses.
2. Discuss the incident with a member of SLT.
3. If it is a racist incident, the member of staff who witnessed the incident or reported the incident must add the incident to CPOMS under 'racist incident'.
4. A follow up discussion must be had with the perpetrator and the victim.
5. The perpetrator must be told the following: 'Racist language is not acceptable and will not be tolerated. We need to talk about this so you understand why it's important that you don't use it again.' A discussion should be had with the perpetrator about why the language is unacceptable and the impact it may have on the victim. The perpetrator will be given a learning pack to complete. The perpetrator should be given the opportunity to apologise to the victim.
6. The victim must be informed of the discussion with the perpetrator and emotional support offered.
7. Parents of both the perpetrator and the victim must be informed but names of the other child/children involved should not be used.
8. SLT will monitor those children who have been victims of, or are perpetrators of, racist incidents to ensure that there are no repeat incidents or concerns of racist bullying.

Use of homophobic or other discriminatory language guidance

What is a homophobic language?

Homophobic language means terms of abuse that are often used towards lesbian, gay, bisexual or trans people, or those thought to be LGBT.

However, homophobic language is also often used to refer to something or someone as inferior. Phrases such as 'you're such a lezzzer!' or 'those trainers are gay!', for example, may be used to insult someone or something, but without referring to actual or perceived sexual orientation.

Discriminatory language refers to any language that offends, excludes or ridicules categories of people due to their race, gender, sexual orientation or age.

What to do if a child reports a homophobic incident?

1. Complete any enquiries to determine if the incident was a homophobic incident. This could involve speaking to the alleged victim/alleged perpetrator and any witnesses. In some cases there may not be a victim that the language is aimed at, for example a child may say 'that is so gay' to describe something negatively. This should also be treated as homophobic language.
2. Discuss the incident with a member of SLT.
3. If it is a homophobic incident, the member of staff who witnessed the incident or reported the incident must add the incident to CPOMS under 'discriminatory language'.
4. A follow up discussion must be had with the perpetrator and the victim, if there is one.
5. The perpetrator must be told the following: 'Homophobic language is not acceptable and will not be tolerated. We need to talk about this so you understand why it's important that you don't use it again.' A discussion should be had with the perpetrator about why the language is unacceptable and the impact it may have on the victim or anyone who may hear it being used. The perpetrator will be given a learning pack to complete. The perpetrator should be given the opportunity to apologise to the victim, if there is one.
6. The victim, if there is one, must be informed of the discussion with the perpetrator and emotional support offered.
7. Parents of both the perpetrator and the victim must be informed but names of the other child/children involved should not be used
8. SLT will monitor those children who have been victims of, or are perpetrators of, homophobic incidents to ensure that there are no repeat incidents or concerns of homophobic attitudes or bullying.