



Dealing with Racist Incidents

Six Step Approach

1.

The incident is recorded on CPOMS and tagged as a racist incident. In addition, the staff member who witnessed the incident must verbally alert a member of the school's leadership team.



2.

The victim and alleged perpetrator are spoken to separately by the class teacher and/or a member of the school's leadership team (as appropriate).



3.

The victim is offered support and the opportunity to talk to the class teacher or a member of the school's pastoral or leadership team.



4.

The perpetrator is spoken to by a member of the school's leadership team. This will include some bespoke teaching and a restorative approach which will help the child to see how their actions/words made the victim feel and why racism is unacceptable.



5.

The perpetrator and victim's parents are both spoken to about the incident and informed of actions that have been taken and any further actions that may be taken to ensure that this doesn't happen again.

The SLT will decide on suitable consequences for bullying which may include removing playtimes or lunchtimes for a period of time.



6.

Any actions taken must be recorded on CPOMS and reported to the Local Academy Council at the next termly meeting.