

# GOLDINGTON GREEN ACADEMY



## Prejudice related Incidents Policy

### **Safeguarding**

Goldington Green Academy recognises it has a statutory duty under Section 175 of the Education Act 2002 to ensure arrangements are in place for safeguarding and promoting the welfare of children.

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth and that school may be the only stable, secure and predictable element in the lives of children at risk. Our school will endeavour to support these pupils by providing an ethos which promotes a positive, supportive and secure environment, providing a sense of being valued.

All staff, governors and volunteers must be made aware of, and adhere to the safeguarding policy and procedures within the school.

At Goldington Green we recognise our legal and ethical duty to keep pupils safe from radicalisation and extremism. As such we incorporate the principles of the PREVENT agenda into all practice including the curriculum.

Additionally, we ensure that all speakers are carefully vetted by senior staff and that all material available in school, both electronic and otherwise, is suitable. We also ensure that sufficient training is in place so that all staff understand what radicalisation means and why people may be vulnerable to being drawn into terrorism as a consequence of it. Staff know what measures are available to prevent people from becoming drawn into terrorism and how to challenge the extremist ideology that can be associated with it. Any concerns are dealt with in line with our safeguarding policy working in conjunction with Bedfordshire Police and other agencies as appropriate.

### **Equal Opportunities**

The Equality Act 2010 makes it unlawful for staff to discriminate directly or indirectly, or to harass staff or pupils due to any of the nine protected characteristics.

Goldington Green Academy aims to create a culture that respects and values each other's differences, that promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.

Everyone within the school community has a responsibility to ensure that this statement is adhered to. Senior Leaders in particular, should lead by example, identify any inappropriate behaviour when it happens and take prompt action to deal with inappropriate behaviour.

We aim to remove any barriers, bias or discrimination that prevents individuals or groups from realising their potential and contributing fully to our school's performance. In removing these barriers, we aim to develop a school culture that positively values diversity.

We are committed wherever practicable, to achieving and maintaining a workforce that broadly reflects the local community in which we operate.

Every possible step will be taken to ensure that individuals are treated fairly in all aspects of their employment, engagement or whilst volunteering at our school.

## Introduction

The Equality Act 2010 brings together all existing equality legislation under one Act. Anyone acting on behalf of the school (an employee or a contractor) is liable for their own behaviour, but the school is also liable unless it can show that it has taken all reasonable steps to stop the individual from carrying out the discriminatory action. We take a positive approach to this duty through our equality policy and take steps to build cohesive communities through our curriculum, teaching practices and staffing arrangements. This policy explains how we deal with prejudice related incidents specifically, however should be read in conjunction with our Equality Policy.

### **Protected characteristics covered by this policy:**

There are 9 protected characteristics that are covered by the 2010 Act:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race and ethnicity
- Religion or belief
- Sexual orientation
- Sex

A prejudice related incident is defined as: 'any incident which is perceived to be prejudiced by the victim or any other person'. The definition is such to prevent pre-judging the circumstances and nature of the offence.

### **Discrimination by perception and discrimination by association**

The law also protects those who are perceived to have a protected characteristic (for example, it is illegal to discriminate against someone because you think that they may be gay) and those who are associated with people who have a protected characteristic (for example it is illegal to discriminate against someone because their child has a disability).

Prejudiced behaviour can be manifest in various forms, for example:

- Physical assault
- Physical intimidation
- Verbal abuse
- Insensitive/inappropriate remarks
- Graffiti
- Written comments/drawings
- Abuse of/damage to personal property
- Non-co-operation/disrespect

In dealing with and handling any such incidents that might arise, we work to the guidance from Bedford Borough Council. This defines levels of offence, and the appropriate body to handle them. Lower level incidents we will handle within the school. However, incidents which are defined as crimes, we are duty bound to report to the Police Authority.

In following these procedures, we will record all incidents that are investigated and any actions undertaken.

## Reporting prejudice related incidents

We ask for a written report to be taken from any member of the school community so that any incident may be reported to us. The Deputy Head Teacher will receive and handle all such reports and inform the Governors of the School who, in turn, will report the number and nature of incidents in their Annual Report. Each year we will inform Bedford Borough Council of the levels of incidents also.

### **Reviewing reports received**

Upon the receipt of a reported possible racist incident, the Head teacher and management of the School will determine with immediate priority whether the incident constitutes a matter of child protection (the determination is whether the child or young person is likely to suffer 'significant harm' – as defined by The Children Act 1999). If the issue is of child protection it would be immediately referred to the relevant school staff member responsible for such issues and procedures.

If the incident does not constitute a child protection issue then an internal investigation will take place to establish whether the incident occurred and whether the motivation was prejudiced. Upon determination, and conditional on the severity of the incident, the school will take appropriate action with both the victim and the perpetrator and involve outside agencies as appropriate. Where relevant, other policies within the school may be used to handle any alleged incidents. Our Anti-bullying policy, Child Protection policy and staffing procedures are all related. Full details of procedures, monitoring forms and processes and further guidance are available from Bedford Borough

**Reviewed date: March 2017**

**Next review date: March 2022**

**Date:**

**Staff responsible: Rachel Clay**