

Responding to racist or prejudiced based incidents

LISTEN

- Ask questions
- Repeat back
- Don't minimise
- Don't assume or compare
- Acknowledge
- Empower
- Provide support

ACT

- Verbally inform DSL or SLT
- Support the victim
- Agree next steps
- Educate perpetrator
- Provide ongoing support
- Inform parent/carers and ask if there is anything else we can do

RECORD

- Record incident on CPOMs
- Add step by step actions on CPOMs
- Record next steps on CPOMs
- DSL to record on safeguarding spreadsheet

REVIEW

- Look for patterns
- Discuss outcomes
- Share with Governors

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

Only BRM pupils or pupils from the traveller community can experience racism. Any other incidents should be recorded as prejudiced based incidents.

Adapted from guidance given by www.annafreud.org

Prejudiced based incidents are incidents involving the following protected characteristics:

Disability

Religion or belief

Sex/gender

Sexual orientation

