



RESPONSES TO RACISM POLICY
2023 - 2024

THE HAMMOND SCHOOL LTD., MANNINGS LANE, CHESTER, CH2 4ES
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The Hammond School Limited is registered in England and Wales Number 838325. Registered office is above. Charity Number 1022427 incorporating the Betty Hassall Foundation. The school is accredited by the I.S.A and C.D.E.T. and is a member of the B.S.A and I.S.I.

The Hammond is committed to fostering a safe, inclusive, and respectful learning environment for all students, staff, and stakeholders. Racism in any form is unacceptable and will not be tolerated within our school community. This policy outlines the procedures and actions that will be taken to address and respond to incidents of racism promptly, fairly, and effectively.

Definition of Racism:

Racism is defined as any prejudiced attitudes, beliefs, behaviours, or actions that discriminate against individuals or groups based on their race, ethnicity, nationality, or cultural background. This includes both overt acts of discrimination and subtle forms of bias.

Reporting Incidents of Racism:

Students: Any student who experiences or witnesses an incident of racism is encouraged to report it to a teacher or member of staff as soon as possible. This may be verbally or via the anonymous Whisper platform.

Staff: Staff members who become aware of incidents of racism should immediately report them to the designated safeguarding lead or a deputy.

Response Procedures:

Immediate Support:

Any student who reports an incident of racism will receive immediate emotional support from a member of the pastoral team. It is important to provide a safe space for students to express their feelings and concerns.

Investigation:

The school will promptly launch an investigation into the reported incident. This investigation will be conducted in a sensitive and confidential manner, ensuring the privacy of all parties involved.

Fair and Appropriate Consequences:

If the investigation confirms that an incident of racism has occurred, appropriate disciplinary measures will be taken against the responsible party. These measures will be fair, consistent, and in accordance with the school's code of conduct.

Restorative Practices:

Depending on the circumstances, restorative practices may be implemented to address the harm caused by the incident. These practices focus on repairing relationships, promoting empathy, and fostering understanding.

Education and Awareness:

The school will provide educational opportunities for students and staff to learn about racism, cultural diversity, and inclusivity. Workshops, seminars, and awareness campaigns will be organised to promote a deeper understanding of these issues.

Confidentiality:

All reports, investigations, and related discussions will be treated with the utmost confidentiality. The privacy of individuals involved will be respected, and information will only be shared on a need-to-know basis.

Non-Retaliation:

No individual who reports an incident of racism or participates in an investigation will face retaliation or negative consequences for their involvement.

Monitoring and Review:

The effectiveness of this policy will be regularly monitored and reviewed to ensure its alignment with the school's commitment to combating racism and promoting inclusivity.

Communication:

This policy will be communicated to all students, staff, parents, and stakeholders through the school's official channels. It will also be made available on the school's website for reference.

Conclusion:

The Hammond is dedicated to maintaining an environment that is free from racism and discrimination. By adhering to this policy, we strive to create a community where every individual is treated with respect, dignity, and fairness, regardless of their racial or ethnic background.

In the event of a racist incident, The Hammond will take a series of actions to address the situation promptly, support the individuals involved, and prevent future incidents.

Provide Immediate Support:

The Hammond will offer emotional support to the individuals who have experienced racism. This can involve connecting them with counsellors, support staff, or trusted adults who can provide a safe space to talk about their feelings.

Document the Incident:

The Hammond will ensure that all relevant details of the incident are documented accurately on CPOMS. This includes the date, time, location, individuals involved, witnesses, and a description of what occurred.

Initiate Investigation:

The Hammond will launch a thorough and impartial investigation into the incident. This may involve interviewing witnesses, reviewing any available evidence (such as videos, photos, or written documentation), and gathering statements from all parties involved.

Involve Parents/Guardians:

The Hammond will inform the parents or guardians of the individuals affected by the incident and will maintain clear and open communication to keep them informed about the situation and the steps being taken. The Hammond will not accept attempts to block investigations by parents.

Determine Appropriate Consequences:

Based on the investigation's findings, we will determine appropriate consequences for the individual(s) responsible for the racist incident. Consequences should align with the severity of the behaviour and be consistent with the school's code of conduct.

Implement Restorative Practices:

Depending on the circumstances, The Hammond will utilise restorative practices to address the harm caused by the incident. These practices can include mediation, dialogue circles, or other processes that promote understanding, empathy, and reconciliation.

Educational Interventions:

The Hammond will organise educational sessions, workshops, or discussions on racism, cultural diversity, and inclusivity for the entire school community. This can help raise awareness, build empathy, and promote a more inclusive atmosphere.

Address Systemic Issues:

The Hammond will examine whether the incident highlights any systemic issues within the school environment that may contribute to racism. If such issues are identified, take steps to address and rectify them.

Support for Perpetrators:

The Hammond will provide education and counselling for individuals responsible for the racist behaviour. Addressing the root causes of such behaviour can help prevent future incidents and promote personal growth.

Preventive Measures:

The Hammond will develop and implement preventive measures to reduce the likelihood of future incidents. This can include ongoing education, training for staff and students, and fostering an inclusive school culture.

Follow-Up and Monitoring:

We will continuously monitor the situation and follow up with the individuals affected by the incident. Ensure that they feel supported and that any necessary adjustments are made.

Communication and Transparency:

We will communicate with the school community about the incident, the actions taken, and the school's commitment to addressing racism. Transparency helps build trust and demonstrates a proactive approach to handling such situations.

Policy Review:

Regularly review and update the school's policy (at least annually) on responding to racism to ensure its effectiveness and alignment with best practices.

Responding to racism requires a comprehensive and multifaceted approach that prioritizes the well-being of all individuals involved while working toward creating an inclusive and respectful school environment.

Policy Details

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