



Racial Harassment Policy

Houghton Primary School Out of School Hours Club is committed to promoting tolerance, fairness and equity towards all members of its community. The club adheres to the Race Relations Act, 1976, and the Race Relations (Amendment) Act 2000, which outlaw discrimination against anyone on grounds of race, colour, nationality or ethnicity.

Proactive steps are taken at the club to prevent racial harassment and discrimination. The club works to ensure that:

- All children are valued, irrespective of their race, colour, ethnicity or nationality
- All individuals are encouraged to treat each other with respect, regardless of their race, colour, ethnicity or nationality
- That the existence of racism in society is acknowledged and steps are taken to promote harmonious race relations in our community
- Good relations between different ethnic groups and cultures within the club and wider community are promoted
- Different cultural and religious needs are met, understood and communicated within the club

Racial harassment and discrimination can manifest itself in a variety of ways, some overt and others much less so. All forms of racial harassment and discrimination are not tolerated at the club. Examples of unacceptable behaviour include:

- The use of patronising words or actions towards an individual including racist name-calling, insults or 'jokes'.
- Threats made against a person or group because of their race, colour, ethnicity or nationality.
- Racist graffiti or any other written insults or the distribution of racist literature.
- Any form of bullying (as defined in the club bullying policy) against a person or group because of their race, colour, ethnicity or nationality.

If any child or adult becomes aware of an incident of racial harassment or discrimination occurring at the club they will be encouraged to report it to the Play Leader(s) or other senior member of staff.

Any allegation made against a child will be investigated. Details of the incident(s) will be recorded in the Behaviour File. Where evidence is found that racial harassment, bullying or discrimination has occurred the individuals concerned will be told why such behaviour will not be tolerated at the club. Parents/Carers of both the perpetrator and victim will be informed of the incident. Parents/carers will be expected to support the club stance on racial harassment and discrimination and work with the club to ensure that their child understands why their behaviour is not acceptable and will not be tolerated. The headteacher of the school will be informed. The incident will be reported to the Local Authority as part of the school's reporting duty to the Racist Incidents Database.

Children who repeatedly harass, bully or discriminate against a member of the club community will be excluded from the club in accordance with the behaviour policy.

Any allegation of racial harassment, bullying or discrimination made against a member of staff will be dealt with in accordance of the Staff Disciplinary Procedures.



For office use:

Date received:

Date copy returned to par-
ents/carers:



**Houghton
Primary School
Out of School
Hours Club**

