



CASTLEMAN ACADEMY TRUST

POLICY :

Managing Racist Incidents

Author: Chief Executive Officer

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Review Body: Trust Board

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Review Date: Spring 2025

Review Frequency: Annual

Please note that this policy is one of the suite of CAT Policies for School Standards Boards to acknowledge.

CASTLEMAN ACADEMY TRUST

Managing Racist Incidents

Our policies refer to Senior Leaders. This can mean Executive Head Teacher, Head Teacher or Head of School.

Definition of a Racist Incident

A racist incident is any incident which is perceived to be racist by the victim or any other person. (from the Stephen Lawrence Inquiry Report - Recommendation 12).

“Racial” means of any colour, race, nationality or ethnic or national origin.

We recognise that such incidents could manifest themselves in ways identified in the Trust’s anti-bullying policy e.g. name calling, physical bullying, exclusion from a group.

Statement of Intent

Every person has the right to be educated and work in a safe and caring environment where racist incidents will not be tolerated.

Preventing Racist Incidents

The school and Trust policies on Equal Opportunities, Well Being and Dignity at Work, Religion Personal Social Health and Citizenship Education, and Anti-Bullying, outline how we aim to prevent racist incidents.

Addressing Racist Incidents

The Trust takes most seriously its responsibilities under the Race Relations’ Act, 1976 on addressing, recording and reporting racist incidents.

Recording Racist Incidents - Process

- Member of staff records incident on My Concern which is passed to Senior Leader for further investigation, monitoring and possibly further action.
- The Head Teacher/Head of School reports termly to Governors in the termly report.

Should a racist incident recur, closer monitoring would take place and the Senior Leader would respond accordingly, following guidance set out in the appropriate policy. This would also be discussed with the CEO during their monitoring visits. Depending on the seriousness of the incident, the CEO would normally be informed immediately and support the school in dealing with the incident.

There is no longer a requirement to inform the Local Authority of Racist Incidents. Castleman Academy Trust schools may refer an incident to the “Safer Schools and Community Team” (SSCT) if appropriate. There is no “threshold” for reporting and so Headteachers may take advice from SSCT, their Safeguarding Lead and Governor and the CEO when making a decision to refer. We may refer to “Prevent” depending on the nature of the incident.

Schools will record Racist incidents and report them via the Headteachers’ Termly Report to the SSB.

Equality Impact Assessment

The Trust does all it can to ensure that its policies do not discriminate against pupils or others, either directly or indirectly, in line with any Equality Act 2010 protected characteristics.