



## **Racial Harassment Policy**

### **PRINCIPLES**

The staff of Conker Club acknowledge that we are part of an intercultural society. Consequently, we endeavour to meet the needs of all children regardless of their racial origin, colour, religion or sex and to prepare them for life in an intercultural society. Every member of the Club is held to be of equal value. We must demonstrate this fact in all facets of club life but most particularly regarding racial prejudice and abuse. Racist views and behaviour are destructive to the fabric of our school community. Instances must be reported in accordance with HCC guidelines. Such instances may require subsequent follow-up and counselling. Staff are expected to work with children, parents and colleagues in expressing a committed approach to an intercultural society and in showing no hesitation in dealing with racism whenever and however it occurs.

### **AIMS**

- To respond to all incidents of racial harassment, talking to both victims and perpetrators.
- To deal with an incident immediately and discuss longer term measures.
- To treat allegations seriously - they must not be ignored. Listen sympathetically, keep a careful record and take appropriate action quickly.
- To provide support to the victim. When minors are involved, inform parents.
- To use reporting system.

- To maintain a professional approach.
- To establish lines of support, ensuring counselling is provided if necessary. (This will involve outside agency support).