



Behaviour Policy (SISW 5) Appendix J – Anti-Harassment Statement & Procedures

The staff and students at Leventhorpe will not tolerate any form of harassment – including racial or sexual harassment. In the Leventhorpe Community it is accepted that every person is equally important and that no-one has the right to harass, insult, attack or cause offence to any other person for any reason. All students and staff are individuals but are also members of a community where it is possible to learn from each other and celebrate the culture and beliefs of each person.

RACIAL HARASSMENT MAY BE:

- "Any act or expression which causes harm or offence, directed by a member of one racial or ethnic group to others where the motivation or effect is to create racial dislike or hatred."
- "Any incident which is perceived to be racist by the victim or any other person."

These definitions ensure that investigations take full account of the possibility of a racist definition to an incident. However, this does not pre-empt the outcome of an investigation.

The term, "racial or ethnic group", includes European groups, faith groups, Travellers and Romany Gypsies.

Racism is not just about intentional attitude or behaviour. A lack of intention does not stop the impact of racism being felt by individuals and communities. It is important to recognise that racist incidents are often complex and inter-relate with other events and may involve groups as well as individual behaviour. In any circumstances, racial harassment is unacceptable and must be dealt with effectively and with sensitivity.

INCIDENTS MAY INCLUDE:

- 1 Threatened or actual physical assault against a person or group because of colour or ethnicity
- 2 Verbal abuse
- 3 Expressions of prejudice calculated to offend others, or to influence the behaviour of others
- 4 Racist graffiti on any surface/item
- 5 Distributing racist literature

- 6 Wearing of badges or symbols belonging to known racist organisations or any attempt to recruit people into racist organisations
- 7 Name calling of a racial/sexual nature and jokes
- 8 Teasing in relation to language, religion or cultural background. Isolating people because of colour or ethnicity

Examples of less obvious racism

- Unacceptable stereotype views & images
- A curriculum that doesn't acknowledge racism, thus perpetuating it
- Teachers not following up racist incidents vigorously, thus perpetuating it
- Staff not being fully aware of how racism and stereotyping may affect the decisions they make

Prevention

- Students and Staff are actively encouraged to report all incidents involving racism.
- Leventhorpe will actively work towards the prevention of racist incidents through:
 - The utilisation of the Harassment Policy
 - The delivery of relevant assemblies
 - The inclusion of racist issues and concerns in the delivery of PSHE

In the teaching of other subjects (e.g. humanities) a level of professional judgement on the part of the teacher is vital. For example - to understand why racism is wrong we must explore and examine its roots and effects.

SEXUAL HARASSMENT may include:

- Unwanted physical contact or any or all of the above (1 – 8) in relation to gender or sexual orientation
- All incidents of sexual harassment should be reported immediately. Reported incidents will be treated confidentially and dealt with in an appropriate way, using as necessary the range of guidance, sanctions and support available
- All incidents are recorded by Heads of Year and analysed termly with regard to ethnic minorities and students with Special Educational Needs

MONITORING

All incidents are recorded by Heads of Year and analysed termly with regard to ethnic minorities and students with Special Educational Needs. This information is presented annually to Governors and termly to the Local Authority.