



Shinfield St Mary's C of E Junior School

Responding to Prejudice-Related Incidents Policy

Our Vision

Jesus said 'As I have loved you, so you must love one another.' John 13, 34

This commandment guides us all to love and value all members of the school community. Children and adults from all backgrounds will thrive in the belief that diversity is to be celebrated and respected. As well as loving those who are present in our lives they will interact in the world in ways that reflect their responsibilities as global citizens and custodians of our planet. Our children will make an impact in the wider world which will benefit future generations

Love is Patient

Love is Kind

Love is Honest

It trusts, hopes, perseveres and protects.

Document History:

Version	Issue Date	Comments
1.0	November 24	New policy

Next Review October 2026

1. Aims

At Shinfield St Mary's CE Junior School we want to provide every opportunity for children to learn to respect one another. We are aware of our responsibilities under the Equality Act 2010 to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between people who share a protected characteristic and people who do not share it. We celebrate the wide range of ethnic groups, cultures, languages and religious beliefs that are to be found in our school community and beyond.

We seek to be welcoming to all different types of people and families and equally inclusive of people who have a disability and those who do not. This forms part of our wider work within school in promoting the British Values of mutual respect and tolerance.

We recognise that prejudice-related incidents do happen and we take them extremely seriously, recognising that they can cause harm to all those involved, as well as to our wider school community. By effectively tackling prejudice-related incidents, we seek to create a positive school environment for everyone and to safeguard the wellbeing of all pupils and staff. In doing so, we aim to fully meet our obligations under the 2010 Equality Act, as well as best prepare our children for life in modern Britain and to thrive in a diverse, globalised world.

The aims of this policy are to:

- establish an agreed definition of prejudice-related incidents;
- share the principles behind our programme of preventative education;
- detail how we respond to, report and monitor prejudice-related incidents.

This policy should be read in conjunction with our Equality & Diversity Policy, Positive Behaviour Policy and Antibullying Policy.

2. Defining Prejudice Related Incidents

At our school we define a prejudice-related incident as:

- any incident which is perceived by the victim, or any other person, to be prejudiced towards an individual, due to one or more of the protected characteristics.

We recognise the following protected characteristics, as outlined in the Equality Act 2010:

- age,
- disability,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race,
- religion and belief,
- sex, sexual orientation.

We recognise that prejudice-related incidents may take a range of forms, which include but are not limited to:

- use of prejudicial language;
- ridicule and jokes;
- verbal abuse;
- physical assault;

- graffiti or damage to property;
- discriminatory behaviour e.g. refusing to work with a person;
- incitement to behave in a prejudicial manner;
- bullying, including cyber bullying.

3. Prejudice-Related Incidents and Bullying

We recognise that:

- any child may be affected by bullying
- sometimes bullying is related to prejudice.

All incidents of prejudice-related bullying in schools constitute a prejudice-related incident. However not all prejudice-related incidents would constitute prejudice-related bullying.

To determine if prejudice-related incident/s are bullying, refer to our definition of bullying:

- repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. (Antibullying Alliance definition).

We know that experiencing bullying can have a significant, negative and lasting impact on a child's emotional and mental wellbeing. We also recognise the negative impact that engaging in bullying behaviours or witnessing the bullying of another can have.

See our Antibullying Policy for information about how we respond to reports of bullying.

4. The Role of Preventative Education

Our curriculum aims to be relevant for all members of our community and each child should see representation of their background through the chosen materials and themes.

We recognise that effective preventative education can reduce the chance of prejudice related behaviour occurring. We know that children learn about building respectful relationships in a wide variety of ways, not only through planned lessons, but through their everyday experiences at school and at home. Our school ethos, wider enrichment opportunities and the interventions and support offered all contribute to the development of these skills. All members of staff understand their role in supporting our strong inclusive culture. Our preventative education fulfils the following relevant sections of the DfE statutory requirements for Relationships Education and Health Education (2020).

By the end of primary school pupils should know:

- that others' families, either in school or in the wider world, sometimes look different from their family, but that they should respect those differences and know that other children's families are also characterised by love and care, (Family and people who care for me).
- the importance of respecting others, even when they are very different from them (for example, physically, in character, personality or backgrounds), or make different choices or have different preferences or beliefs, (Respectful Relationships).
- what a stereotype is, and how stereotypes can be unfair, negative or destructive, (Respectful Relationships).

These aspect of the Curriculum will be taught via:

- PSHE through designated lessons, circle time, participation in focused events and themed weeks
- Enrichment activities, especially our assembly programme, Peer Mediation opportunities.
- Representation for all is woven through all aspects of our curriculum.

We primarily use the SCARF Programme and the resources recommended within it when planning and delivering PSHCE. The units of work particularly relevant to these themes include Diversity and Communities, Family and Friends, Anti-Bullying and Digital Lifestyles. For further information about our PSHCE Curriculum, including how we select appropriate teaching resources and external visitors see our Relationships Education Policy and our PSHE Policy.

5. Responding to Prejudice-Related Incidents

All prejudiced language or behaviour should be challenged and how that challenge is made will depend on the circumstances and severity of the incident, and on any previous similar incidents involving either the victim or perpetrator. The terms victim and perpetrator are used within this policy as they are terms that are easily understood, however care should be taken not to use these terms in front of involved parties.

- When dealing with any possible prejudice-related incident, members of staff will:
- treat every issue seriously – remembering that someone's perception is their reality at the time and that incidents should never be dismissed or ignored
- respond immediately – acknowledging that the incident has happened and offering support to the victim of the incident
- reinforce the school's position on discrimination and prejudice
- Support the victim and ensure they receive timely emotional support
- focus on the perpetrator's behaviour, rather than the person – making sure that they know that the behaviour is not acceptable
- ensure that witnesses know what behaviour was not acceptable and why.

Our first response when receiving information about a racial incident is to support the person who has been harmed. We aim to listen and respond in a therapeutic manner so the individual feels supported and can start to process the hurt felt. Our aim is that if such an occurrence happens again, the individual will feel encouraged to seek support and report again. As a matter of course, the parents of this children will be contact so they are aware and can support their child.

Once investigated and it is determined whether the incident was indeed prejudice-related or not, The person who has caused harm will receive a consequence that is appropriate and proportionate in line with the school's behaviour policy.

We recognise that just because someone did not intend to offend, it does not mean that the incident did not cause harm. Our response will always aim to educate so that everyone understands the potential harm which can result from such behaviour.

Intention is important when considering the actions that need to be taken with the perpetrator, but a lack of intent does not prevent an incident from being considered prejudice-related.

The perpetrator will be given the opportunity to take responsibility for their actions and to try to repair the harm that they have caused address underlying issues (for example, with a playground dispute in which prejudice-related abuse has been used, the original dispute should be resolved as well as prejudice-related behaviour)

6. Recording and Reporting Prejudice-Related Incidents

Whenever a member of school staff deals with an incident that may be considered to be prejudice-related, they should report that to the Designated Safeguarding Lead. The concern should be logged on Safeguard my school. This allows trends to be analysed by the school.

There may be occasions where a prejudice-related incident may need to be reported to the police as a potential hate incident or a potential hate crime. Police and the Crown Prosecution Service classify hate incidents as any incident which is perceived by the victim, or any other person, to be prejudiced towards an individual, due to disability, race, religion, transgender identity or sexual orientation. (N.B. this list is shorter than the list of protected characteristics). If a crime may have been committed the category of a potential hate crime may apply. As the age of criminal responsibility in England is 10 years old, this category is unlikely to apply if the perpetrator is under 10.

Criminal offences might include behaviour such as: malicious communications, assault, public order offences, criminal damage, harassment or sexual assault. If the perpetrator of a prejudice-related incident is a member of staff, the school's disciplinary policy will be followed. However, following a full investigation, this will still be recorded as a prejudice-related incident.

7. Roles and Responsibilities

Governors are responsible for:

- ensuring that the school complies with equality legislation, with a named governor taking a lead with this.
- monitoring the frequency and pattern of any prejudice-related incidents and the actions taken by school staff to address them.

The Headteacher with support from the rest of the Senior Leadership Team, is responsible for:

- ensuring that there are effective policies, procedures, recording and reporting systems in place for dealing with prejudice-related incidents
- ensuring that all prejudice-related incidents are dealt with effectively and that staff and pupils receive appropriate support
- providing training and ensuring that all staff, pupils are aware of their responsibilities
- building strong relationships with the parent community to support this work
- monitoring the frequency and nature of prejudice-related incidents and the effectiveness with which the school tackles and seeks to prevent them
- reporting prejudice-related incidents to the Governing Body
- setting and monitoring equality objectives in partnership with the Governing Body and other school leaders.

Teachers and all other members of support staff are responsible for:

- challenging prejudicial attitudes and behaviours
- complying with school policies and procedures
- promoting equality through the curriculum
- modelling respectful behaviour
- responding to prejudice-related incidents according to school/college policy
- reporting incidents when they occur.

8. Review

This policy will be reviewed regularly by the Headteacher and the Governing Body, taking into account the frequency and pattern of prejudice-related incidents across the school. This will take place at least every 2 years.