



**Guidelines for
challenging
and dealing with
racial
harassment**

Education

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Guidelines for dealing with racial harassment

Introduction

The purpose of these guidelines is to give schools practical support and advice in challenging and dealing with racist incidents.

Bracknell Forest Borough Council welcomes the breadth and diversity of tradition, belief and culture of its educational communities. It seeks to create, maintain and promote an education service in which each person has an equal entitlement to high quality educational opportunities irrespective of race, religion, gender, disability or social background.

To support this, the Local Education Authority believes pupils should learn in a safe and supportive environment. This applies to **all** pupils.

There is, however, a particular duty. The Race Relations (Amendment) Act, given Royal Assent in November 2000 places a positive duty on the public sector including schools to promote racial equality. The Education Service has a key role to play in this through the curriculum that it delivers and the way in which it responds to incidents as they arise. There is a duty on all schools, regardless of ethnic mix, to have strategies that prevent and address racism and a duty on Ofsted, through the inspection system, to monitor how effectively schools and local authorities are implementing these strategies.

What is racist behaviour?

The Commission for Racial Equality defines racist behaviour as:

“any hostile or offensive act by a person of one racial group or ethnic origin against a person of another racial group or ethnic origin, or any incitement to commit such an act in:

- *such a manner that it interferes with the peace and comfort of the aggrieved person*
- *that the person aggrieved fears for their safety*
- *that the quality of life of the person aggrieved is reduced.”*

Racist behaviour is damaging to society in general and to those groups and individuals towards whom it is directed in particular. Racial harassment is a particularly direct and often violent form of racism. It can take place in any school, regardless of the number of pupils from different ethnic backgrounds on the roll. It could be argued that there is particular need for vigilance where there are isolated populations. Schools have a duty to promote good relations and mutual respect and tolerance between different racial groups. This document has a more narrow focus in terms of the way in which racist behaviour should be challenged and reported.

