

Oldfleet Primary School



Policy Document

**Dealing with Racist, Sexist and
Homophobic Comment Policy**

Author	
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Oldfleet Primary School

Policy for Dealing with Racist, Sexist and Homophobic Comments, Words and Behaviour

Rationale

The purpose of this policy is to create a learning community characterised by empathy, understanding and harmony across boundaries of race, ethnicity, gender and sexual orientation, where differences are recognised and respected.

Policy

The Governors recognise that acts of racist, sexist or homophobic comments will not be tolerated and seek to make young people, staff, parents, carers and visitors aware that racial and sexual comments will be challenged.

The school will endeavour to promote a curriculum which is explicit in enabling the school community to learn respect for themselves and others, whilst challenging racist, sexist and homophobic comments, words and behaviour.

All year groups will participate in one PHSCE lesson at the beginning of each term which will focus on the nature of discriminatory comments and words and which will reinforce the reasons why the use of such comments and words are inappropriate.

Classroom circles will be initiated as and when deemed appropriate to reinforce the policy.

Parents and carers will be issued with a copy of this policy at the beginning of every academic year and a copy posted on the school website. Regular reminders about where to find the policy will be included in the school newsletter.

What constitutes racist, sexist, and homophobic comments words and behaviour?

The following **is not** an exhaustive or exclusive list of words, comments and behaviours. Regular review of the policy will allow words, comments and behaviours to be added to this section.

- Sexist, homophobic or racial graffiti
- Sexist , homophobic or racial insults
- Sexist, homophobic or racial jokes
- Drawings which are offensive on the grounds of race, gender or sexual orientation
- Comments which are offensive on the grounds of race, gender or sexual orientation
- Use of taunts
- Use of ridicule
- Derogatory name calling and specific use of the following terms:
 1. Nigger
 2. Paki
 3. Gay: with intent to insult or undermine
 4. Gay Boy
 5. Puff
 6. Lezzer
 7. Lesbo
 8. Faggot
 9. Retard
 - 10.Thick
 - 11.Spaz
 - 12.Fanny
 - 13.Ching-Chong
 - 14.Chinky
 - 15.Gypo
 - 16.Pikey

Procedures

All incidents or racist, sexist and homophobic comments will be investigated in accordance with Restorative Practice principles and will be formally recorded using the school Cause for Concern reporting format. A separate folder will be kept for racist, sexist and homophobic incidents and folders stored in the safeguarding cabinet.

Upon investigation, should a pupil have used racist, sexist or homophobic comments, words or behaviour, then the following sanctions will apply:

- First recorded incident: A red card issued and parents informed by letter
- Second recorded incident: Isolated within school for one day, a second red card issued and the parents informed by letter
- Third recorded incident: One day formal exclusion

The school will provide annually, aggregated data to the governing body derived from the racial, sexist and homophobic incident forms. The data will be disaggregated in line with the categories provided on the forms. The governing body will use this and other supporting information, to review the school's policy and procedures in dealing with racist, sexist and homophobic comments, words and behaviours.