

OUR SCHOOLS TRAUMA INFORMED RESPONSE TO INCIDENTS OF RACIAL HARM

Our Federation Anti-Racism team led some important 'Reframing Incidents of Racial Harm' INSET this term.

We wish to remind **everyone** in our school community is clear as to how seriously we take any and all prejudice-based incidents and that we will always act to protect everyone in our school community from harm.

All 9 Protected Characteristics have equal right for visibility, awareness and equality in our school community and we are working hard to learn together and do better at ensuring this.

For all incidents of Racial Harm, whether actual or perceived, we will all use our Trauma-Informed 'First Aid' response pathway. Whilst this refers to 'child' it always includes any child or adult who has experienced racial harm directly, indirectly and including micro-aggressions.



Trauma-Informed First Aid Response:

We will:

- Attend to the child's emotional regulation
- Attend to our own emotional regulation
- Thank the child for sharing
- Listen and ask questions for clarity
- Reflect back what we have understood
- Acknowledge the cumulative distress
- Acknowledge the act of trust.

Remember:

- Take your time... ✓
- Ask for help and talk it through ✓
- Acknowledge the discomfort ✓
- Stay IMPACT focused-where and to whom has harm been done? ✓

There may be a need for longer term actions, wider considerations or review needed and this can be discussed and agreed with Kim, Alex or any member of SLT.

As always, we want everyone to feel that they are able to come and chat, email or call if you want to talk any of this through or have any further questions.

Kim, Alex, Anna and Hoda (Federation Anti-Racism Team)