

Our School Protocol for responding to prejudice-based incidents of Racial Harm.



CHILD, PARENT OR MEMBER OF STAFF HAS A RACIAL INCIDENT OR CONCERN

SPEAK UP: TALK TO CLASS TEACHER OR TA WHO WILL OFFER SUPPORT AND GUIDANCE FOR FOLLOW UP AND CONVERSATIONS

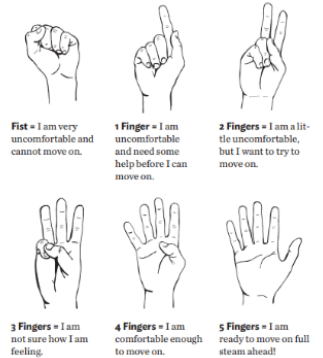
USE THE SCRIPTS TO SUPPORT A CONVERSATION WITH THE PARTIES INVOLVED.

STAFF, PUPILS AND PARENTS CAN ALWAYS SEEK SUPPORT FROM SLT WITH HOW TO MANAGE OR DEAL WITH THE SITUATION

SPEAK TO KIM FRYER (DEPUTY HEAD AND ANTI-RACISM LEAD) ALEX MELHUISH OR ANY MEMBER OF SLT

FACT FINDING

INVESTIGATION without judgement
CONVERSATIONS WITH ALL PARTIES



SLT or Teacher will inform and include wherever possible all those involved in the outcome of any conversations/ investigation, what action is to be taken and support needed from them or for them.

This will be recorded using our CPOMS protocol

For pupils it may be appropriate to use the hand of 5 to ascertain level of discomfort.

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.