



**RAINFORD
HIGH**

PART OF RAINFORD ACADEMIES TRUST

Rainford High Hate Incident Procedure

Everyone Matters

We expect our community to be polite and respectful

Everyone Helps

We expect our community to make sensible choices

Everyone Succeeds

We expect our community to work hard

Guidance Owner	Acting Vice Principal
Scope of the Policy	Rainford High
Written/last reviewed	February 2020
Next review due	February 2023
Summary of key changes	Included reference to our onsite Police officer support



What are hate incidents?

The police and Crown Prosecution Service have agreed a common definition of hate incidents.

They say something is a hate incident if the victim or anyone else think it was motivated by hostility or prejudice based on one of the following things:

- disability
- race
- religion
- transgender identity
- sexual orientation.

This means that if **you** believe something is a hate incident it should be recorded as such by the person you are reporting it to. All police forces record hate incidents based on these five personal characteristics.

Anyone can be the victim of a hate incident. For example, you may have been targeted because someone thought you were gay even though you're not, or because you have a disabled child.

What type of incidents can be a hate incident?

Hate incidents can take many forms. Here are examples of hate incidents:

- verbal abuse like name-calling and offensive jokes
- harassment
- bullying or intimidation by children, adults, neighbours or strangers
- physical attacks such as hitting, punching, pushing, spitting

- threats of violence
- hoax calls, abusive phone or text messages, hate mail
- online abuse for example on Facebook or Twitter
- displaying or circulating discriminatory literature or posters
- harm or damage to things such as your home, pet, vehicle
- graffiti
- arson
- throwing rubbish into a garden
- malicious complaints for example over parking, smells or noise.

Procedures:

At Rainford, we deal with hate incidents seriously and we provide a robust response to students involved in the incident. All hate incidents are overseen by the Assistant Principal for Behaviour.

Reporting:

Students are encouraged to report hate incidents to any trusted adult in their lives. In school this can be:

- 1) Form tutor**
- 2) Pastoral or Learning Leader**
- 3) Senior teacher**
- 4) Any member of staff**

They can also email staff members (See the website for the email addresses of safeguarding officers) or they can use the **SHARP** system on our school website homepage. This can be done anonymously, for example if a student wants to report a hate incident on someone else's behalf.

Investigation:

Parents will be informed at the earliest opportunity and a full and thorough investigation will be completed. Accused students may be referred to the Everyone Matters Centre whilst the investigation takes place to enable an effective investigation, but this will be for no longer than is necessary. This will include asking students to write down their voice in relation to the incident.

Victims:

- 1) Offered support and mentoring
- 2) An EHAT will be offered so external agencies can be involved to support (this is a way of coordinate early help)

- 3) A referral will be made to children's services for support
- 4) Parental engagement will take place
- 5) Sessions with the equality and diversity officer to help reflect on the incident

Perpetrator:

- 1) A hate incident reporting form will be submitted to children's services, which will be forwarded to the Police (we may refer to Police directly through 101 depending on the circumstances, such as the incident involving physical violence)
- 2) We will involve our onsite Police officer to carry out intervention work with students
- 3) A PREVENT referral may be submitted for any racial incidents as part of the PREVENT initiative to prevent extremism. We will update the PREVENT coordinator.
- 4) An EHAT will be offered to parents of the perpetrator and victim so that external agencies can be involved to support
- 5) An exclusion, either fixed term or permanent, will be strongly considered
- 6) Sessions with the equality and diversity officer to reflect on the incidents will be arranged for both the perpetrator and the victim. It was expected that the perpetrator engages with these sessions, but they are option support for the victim as a means of reflection.
- 7) Referral to children's services for support
- 8) Reflect – Resolve – Restore Process
- 9) Group moves and timetable changes to be apart from the victim (if appropriate)

We will not tolerate hate incidents or hate related bullying.

We educate students on this through assemblies, through our PSHRCE programme and through the school ethos.

We will always take these incidents and issues seriously and will not accept 'students are joking' as a reason for these incidents.