



Learn, Live, Believe

St Bernadette's Catholic Primary School

Hate Crime Policy

Agreed by the Governing body: March 2022

Agreed by the Headteacher: March 2022

To be reviewed: March 2023



Article 3: The best interests of the child must be a top priority in all decisions and actions that affect children.



Introduction

St Bernadette's Catholic Primary School is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness. We are an ever-growing diverse community where we celebrate our differences and traditions.

St Bernadette's firmly believes that any form of hate crime, hate incident or harassment is totally unacceptable and must not be tolerated.

All members of the school community share a collective responsibility for tackling hate crime, hate incidents and harassment should it occur and to work together to promote positive behaviour. This includes all duty bearers and rights holders.

The school acknowledges it has a legal duty to prevent and tackle all forms of hate crime, hate incidents and harassment behaviour.

This policy is designed to be read alongside the principles and practices enshrined in the school's: Anti-bullying Policy; Behavior Policy; Attendance Policy and Safeguarding/Child Protection Policy.

In setting policy objectives for our school, we will have due regard to the Equality Act 2010 general duty to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; this means removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.

We will ensure that all pupils, parents, staff, governors, and others are aware of this policy and know that appropriate action will be taken.

We acknowledge that hate crime, hate incidents and harassment can and does happen in all schools, play & youth settings, as well as in the wider community; and that hate crime, hate incidents and harassment can happen to adults in the workplace. Our school will endeavour to respond appropriately as if it had happened on site by involving external agencies.

Aims

This policy in partnership with the Anti-bullying policy is essential to support our whole school ethos, which is to ensure that the whole school community can learn without fear, feel safe, secure, confident and happy free from humiliation, harassment, oppression, and abuse.



It is designed to **prevent** hate crime, hate incidents and harassment wherever possible, to **respond** consistently in line with agreed procedures should it occur and to provide **support** to those involved as appropriate.

Objectives and desired outcomes of the policy.

As a school which supports young people in becoming independent, respectful and resilient adults who dually respect the rights of others and of themselves, we feel strongly that this policy will support the whole school community in preventing both bullying and hate crime incidents.

Our aims of this policy are as follows;

- To prevent Hate Crime incidents within the school community.
- Ensure all stake holders understand what Hate Crime is and how to recognise it.
- Increase the likelihood that incidents will be reported to a responsible adult.
- Intervene effectively and immediately when incidents occur.
- Reinforce the Right's Respecting Schools ethos to ensure all diversities and differences are respected.
- Listen and act on pupil opinion.
- Provide peer support and reinforce the 'Stand up against Hate Crime' message through Health and Wellbeing/Jigsaw as a supportive tool/parental support.
- Make school a safer and more enjoyable place.

What is hate crime, hate incidents and harassment?

Definition of hate crime

A hate crime is defined as any **criminal offence** which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.

Hate Crimes can include:

- Physical attack/assault
- Criminal damage, damage to property, offensive graffiti, arson
- Harassment
- Hate mail
- Causing harassment, alarm or distress (Public Order Act 1986)



Definition of a hate incident

*A hate incident is **any non-crime incident** which is perceived by the victim or any other person, to be motivated by a hostility or prejudice based on a person's race or perceived race / religion or perceived religion / sexual orientation or perceived sexual orientation / disability or perceived disability / transgender or perceived to be transgender.*

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.

Not all hate incidents will amount to criminal offences, but it is equally important that these are reported and recorded.

Hate incidents can include:

- Verbal abuse, name calling, offensive jokes
- Harassment and insults
- Bullying or intimidation
- Hate mail, abusive phone or text messages
- Malicious complaints
- Online abuse

Hate crime and hate incidents can take many forms, including:

1. Disability

Disability hate crimes and incidents are motivated by prejudice against disabled people. This can be related to a perceived or actual disability/additional need. By perceived, we mean that some children may treat a physical or 'behavioural' characteristic of another child as a disability, and exclude or bully because of that, even though the child him/herself does not consider they have a disability. The other children may regard this characteristic as a disability either through genuine misunderstanding or because of an intolerance of difference.

2. Race

Race hate crime and incidents occurs when a child or young person experiences repeated hostile or offensive behaviour against them based on:

- colour of their skin
- cultural and religious background or traditions
- ethnicity or perceived ethnicity

3. Religion

Religious hate crime and incidents occur when a child or young person experiences repeated hostile or offensive behaviour against them based on their actual or perceived religion, faith or belief. This includes sectarian incidents.



4. Sexual orientation - Homophobic

Homophobic hate crime and hate incidents often occurs as a result of others' prejudice being directed at a child or young person because they:

- are lesbian, gay or bisexual
- are perceived to be lesbian, gay or bisexual because they fit certain stereotypes (e.g. softly spoken boys, girls that like football, etc.)
- have LGB friends or family members
- are perceived as being different

5. Gender identity - Transphobic

Transphobic hate crime and hate incidents often occur as a result of others' prejudice being directed at a child or young person because they:

- are transgender
- are perceived to be transgender
- do not fit with traditional gender norms (e.g. boys with long hair or wearing make-up, girls playing team sports)
- have transgender friends or family members
- are perceived as being different

6. Hate incident motivated by sex or gender

The Government has recently announced that misogyny will be covered under hate crime/hate incidents.

- **Misogyny** is the vocal or active hatred of women in opposition to women's fundamental rights, such as individual liberty and respect.
- **Misandry** is the hatred of, contempt for, or prejudice against men or boys in general. Misandry may be manifested in numerous ways, including social exclusion, sexism, hostility, belittling of men, violence against men, and sexual objectification.

Possible Signs of hate crime, hate incidents and harassment

- Those experiencing hate crime, hate incidents or harassment may show changes in behaviour such as becoming shy and nervous, feigning illness or clinging to adults. Their schoolwork may deteriorate. They may lack concentration or truant from school.

Our whole school approach to preventing hate crime, hate incidents and harassment includes:

As a school we will:



- Appoint an anti-bullying/hate crime, hate incidents and harassment lead-see Anti-bullying policy.
- Raising awareness about hate crime, hate incidents and harassment behaviour by working with local agencies including South Wales Police, in particularly our local PCSO and Cardiff City Council.
- Use opportunities across the **new curriculum for Wales 2022** to embed positive behaviour and respect. This should be heavily led by the UNCRRC.
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- Use interventions such as SEAL and refer to Jigsaw as a whole-school strategy to address hate crime, hate incidents and harassment behaviour.
- Utilise opportunities for addressing hate crime, hate incidents and harassment through, displays, posters, Worry Monster, restorative techniques, peer support and the School Council.
- Making the information in this policy available to everyone in our school community – through availability on website / staff handbooks / school prospectus
- Encouraging those bystanders who witness hate crime, hate incidents and harassment to act positively by alerting staff and exerting collective peer pressure to deter perpetrators.
- Valuing and celebrating everyone's differences, skills and talents.
- Actively create "safe spaces" for vulnerable children and young people;
- Where appropriate use trained mediators (e.g. Police Schools Liaison Officers) in achieving a suitable resolution;
- Continuously review and update policy in line with best practice and findings; and
- Contact relevant outside agencies where appropriate.
- Active involvement of our designated Police PCSO in the delivery of the All Wales School Liaison Core Programme.
- Showing respect for others and challenging and educating about inappropriate language that is; racist, homophobic, sexist, religiously bias, disablist or would be deemed offensive or derogatory by any protected groups named in the equality act.
- Set out clear **guidelines for parents/carers** wishing to complain about hate crime, hate incidents and harassment.
- Set out clear age-appropriate guidelines for pupils wishing to complain about hate crime, hate incidents and harassment.
- All staff modelling appropriate positive behaviours by example.

Encouraging reporting if hate crime, hate incidents or harassment occurs:

It is important that we create an atmosphere in school where anyone who has experienced hate crime, hate incidents or harassment, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs.

Disclosure (telling an adult) can be direct and open or indirect and anonymous. Everyone must realise that not telling means that hate crime, hate incidents and harassment is likely to continue.



Our whole school approach to incidents and harassment includes:

responding to hate crime, hate

- Pupils and parents/carers can be assured that their concerns will be responded to with sensitivity.
- All reports will be taken seriously and investigated.
- Confidentiality for anyone who shares information will be respected.
- Opportunities for children to communicate concerns include a problem box access to any member of staff, representation on the School Council and buddies/mentors who will pass on concerns.
- A designated person will monitor and collate information on victims and perpetrators of hate crime, hate incidents and harassment that person will:
- Investigate the incident / establish facts by independently talking to all involved.
- Use appropriate restorative intervention techniques to manage difficulties between perpetrators & targets; encourage reconciliation where this is possible/ feasible.
- Where incidents of hate crime, hate incidents or harassment has been established, implement agreed sanctions consistently as necessary to prevent further incidents.
- Involve parents as early as possible where appropriate.
- Keep accurate, factual records of all reported incidents and the school's response.
- Always follow-up incidents after they have been dealt with and review outcomes to ensure hate crime, hate incidents and harassment has ceased.
- Provide on-going support for those involved where necessary.
- The school will offer restorative techniques and look to repair harm. It may also, depending on the type of incident, use sanctions, these may include;
- Withdrawing privileges/free time.
- Preventing access to parts of school.
- Detention, lunchtime exclusions, short- or long-term exclusion.
- Involving parents when necessary.
- Involving appropriate outside agencies.
- Including details on the perpetrator's school record.

Support for staff who have experienced hate crime, hate incidents and harassment.

Incidents of hate crime, hate incidents and harassment towards staff, whether by pupils, parents, or colleagues, is unacceptable. The school will seek to comply with advice from the Welsh Government for headteachers and school staff on how to protect themselves from hate crime, hate incidents and harassment and how to tackle it if it happens.

An effective system for keeping records of hate crime, hate incidents and harassment incidents



All incidents will be recorded on listed in the 'Challenging bullying, hate crime, hate incidents and harassment' guidance document.

My Concern under the categories

An Incident recording form (Bullying, hate crime, hate incident, harassment, 'other') is attached. Such data will be analysed termly and subsequent resources and advice will be targeted accordingly. The data will be shared with the LA via My Concern.

Review, Monitoring and Evaluation

The final details of this policy have been drawn up in consultation with pupils, parents, staff and members of the school community.

It will be discussed, reviewed and revised annually.

This policy and accompanying procedures will be monitored and the effectiveness will be evaluated in the light of:

- numbers of pupils experiencing hate crime, hate incidents and harassment. **Academic year 2020-2021 – 0 Hate Crimes reported.**
- Pupil's willingness to report incidents
- Staff vigilance and response to hate crime, hate incidents and harassment
- Numbers of pupils and parents feeling secure about the school's response to hate crime, hate incidents and harassment.

The Designated Person(s) for hate crime, hate incidents and Harassment is:	S.Williams	
The Senior Members of Staff with responsibility for this policy area is:	S.Williams C.Heathfield	
The Governor with oversight of this policy is:	P.Moriarty	
Agreed by the Governing Body		Date: 30.3.22
Head Teacher		Date: 30.3.22
To be reviewed		Date: March 2023



2.4 Incident recording form (Bullying, hate crime, hate incident, harassment, 'other')

Name of person reporting incident (please note anonymous if this is an anonymous report):	
Name of person recording incident:	
Date of report:	

Safeguarding considerations

If there is or might be a significant risk of harm, talk to your school's designated safeguarding lead (DSL).

Under Section 89, (5) of the Education and Inspections Act 2006 the school has powers to discipline for incidents that occur off the premises.

The Education Act 2011 gives schools powers to search and confiscate a device but please have regard for protocols on the safe handling of evidence or mobiles/devices. Do not view, store or share material that contains intimate images of a learner without consulting the DSL

Type of Hate Crime Incident (please tick all that apply): *Refer to pg.3 – Definition of Hate Crime or Hate Incident.*

Physical	<input type="checkbox"/>	Sexual	<input type="checkbox"/>
Verbal	<input type="checkbox"/>	On-line (Cyber/phone)	<input type="checkbox"/>
Emotional	<input type="checkbox"/>	Prejudice-related	<input type="checkbox"/>
Indirect	<input type="checkbox"/>	Face to face	<input type="checkbox"/>
Other (please state):			



For prejudice-related incidents please select the category which best describes the prejudice involved:

Age	<input type="checkbox"/>	Race	<input type="checkbox"/>
Disability	<input type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex and sexual orientation	<input type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	Pregnancy and maternity	<input type="checkbox"/>
Targeting family social status	<input type="checkbox"/>	Appearance	<input type="checkbox"/>
Background	<input type="checkbox"/>	Additional Learning Need	<input type="checkbox"/>
Targeting looked after child status	<input type="checkbox"/>	Long term illness	<input type="checkbox"/>
Other (please state):			

Type of Hate Crime

Disability	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Race	<input type="checkbox"/>	Gender Identity	<input type="checkbox"/>
Religion	<input type="checkbox"/>	Misogyny / Misandry	<input type="checkbox"/>
Other (please state):			



Type of Hate Incident

Disability	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Race	<input type="checkbox"/>	Gender Identity	<input type="checkbox"/>
Religion	<input type="checkbox"/>	Misogyny / Misandry	<input type="checkbox"/>
Other (please state):			

Type of harassment

Harassment	<input type="checkbox"/>
Sexual harassment / Harmful sexual behaviour	<input type="checkbox"/>
Normal inappropriate Problematic Abusive Violent	
Other (please state):	

Any other type of incident not recorded above:

Other (please state):



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Brief summary of incident:

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Name of alleged target:			
Class/ form/ age:		Year group/ house:	

Name of alleged perpetrator(s) (if known):			
Class/ form/ age:		Year group/ house:	

Date(s) of incident(s):	Day		Month		Year	
Approximate time(s):	Before school	Morning	Afternoon	After school		
Is this incident linked to previous incidents of victimisation of the target?					Yes	No
					<input type="checkbox"/>	<input type="checkbox"/>
If yes, how long has victimisation of this person being going on? Please provide details:						



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What occurred?

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Who was involved?

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Has any intervention been tried?

Yes

No

Does this case require the serious incident protocol to be activated?

Yes

No

Do the police need to be informed?

Yes

No

Does a device or evidence need to be confiscated/isolated as evidence?

Yes

No

Does online material need to be taken down?

Yes

No



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	<input type="checkbox"/>	<input type="checkbox"/>
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Have parents/carers been informed?	Yes	No
	<input type="checkbox"/>	<input type="checkbox"/>

Who has taken responsibility for these steps?

Action taken:

Follow-up required?	Yes	No
	<input type="checkbox"/>	<input type="checkbox"/>

Case resolved?	Yes	No
If so please note date:	<input type="checkbox"/>	<input type="checkbox"/>

Outcome summary:

Learning opportunities:



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Would you recommend any changes to approaches, policies or procedures as a result of this incident?

Signed:	Date: