



WINDERMERE
SCHOOL

ANTI-HATE CRIME POLICY

This policy is available to everyone on our school website www.windermereschool.co.uk or as a hard copy from the school offices.

AN OVERALL POLICY

At Windermere School, every student and member of staff should feel safe from any abusive, threatening or unpleasant behaviour. Members of Staff should be able to operate on the clear understanding that students will behave towards them with courtesy, cooperativeness and obedience to legitimate rules and instructions. Students must be able to expect the highest standards in teachers' behaviour and attitudes towards them. Members of Staff should always set high standards for how students behave towards each other.

Our purpose in this area is to -

- Provide a safe, secure environment for all students
- Encourage an atmosphere of respect for each member of our community
- Create a supportive climate and break down any code of secrecy
- Counter any forms of hate crime
- Work within an agreed set of procedures
- Involve the whole Staff and the students in eradicating any form of hate crime

HATE INCIDENTS AND HATE CRIME

The term 'hate incidents' and 'hate crime' can be used to describe a range of behaviour where the offender is motivated by hostility or demonstrates hostility towards the victim's

- disability
- race
- religion or belief
- sexual orientation
- transgender identity

These aspects of a person's identity are known as 'protected characteristics'. The School believes that its students have the right to learn in a supportive, caring and safe environment without the fear of having these characteristics criticised or attacked.

WHAT TYPE OF INCIDENT CAN BE A HATE INCIDENT?

Hate incidents can take many forms, including:

- Verbal abuse like name-calling and offensive jokes
- Harassment
- Bullying or intimidation
- 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 possessions
- Graffiti
- Arson

WHEN IS A HATE INCIDENT ALSO A HATE CRIME?

Hate incidents are known as **hate crimes** when the law has been broken, such as:

- Assault
- Criminal damage
- Sexual assault
- Theft
- Fraud
- Burglary
- Hate mail (Malicious Communications Act 1988)
- Causing harassment, alarm or distress (Public Order Act 1986).

WHO IS MOST AFFECTED BY HATE INCIDENTS/CRIMES?

Hate incidents/crimes often affects the most vulnerable students. This makes it harder for them to seek help. Many victims feel that they can't tell anyone about what is happening to them, and they end up suffering in silence. This damages people's self-esteem and can affect whole communities.

To be targeted because of who someone is, or who or what a perpetrator thinks someone is can be a particularly frightening experience. Unlike non-identity related offences, the attack is very personal and specifically targeted, which means it's less likely to be a random attack.

HOW WILL HATE INCIDENT/CRIME BE DEALT WITH?

The School has a clear policy on the promotion of good citizenship, where it is made clear that any form of bullying, verbal or physical, vandalism or hate crime are forms of anti-social behaviour. It is **WRONG** and will not be tolerated.

Hate incidents will be treated with reference to the Discipline and Anti-Bullying Policies. The School will report any hate crimes to the police and seek advice on all cases of hate crime from relevant agencies, such as the police

POSITIVE REINFORCEMENT

It is essential that work to address issues of hate crime and equality should take place at every opportunity through the taught curriculum, including Reflections, HoS assemblies, Life Skills and Religious Education lessons.

There are also a wide range of strategies which teachers can adopt in their classroom which can support a school's approach to dealing with and addressing hate crime with all children. These could include: -

- Providing positive images and role-models in resources and displays which reflect the experiences and backgrounds of all children in our multicultural society.
- Examining existing resources in the school to ensure that stereotyped and outdated images and viewpoints of groups of people are not being spread.
- Developing global dimensions to the curriculum which value contributions of all people to world culture and address issues of world development and interdependence.
- Exploring with students at the appropriate level, issues of hate crime and equality in a range of personal, community and global contexts and inviting them to develop strategies of promoting justice and challenging injustice.
- Encouraging co-operative and collaborative approaches to learning and ensuring that children's cultural and linguistic experiences are reflected and built upon positively in the classroom.
- Building positive links and community groups and using support agencies to the full to ensure that the multicultural dimension to the curriculum is fully developed.
- Having high expectations of students of all ethnic backgrounds, making known to them our confidence in their ability to achieve and ensuring that each student's individual learning and social needs are met.

THE ROLE OF STAFF

- All staff, teaching and non-teaching should be vigilant whether in the classroom, the boarding houses and outside the classroom. It is imperative that any form of hate incident does not go undetected.
- All staff should take action as soon as possible and ensure that all interaction is carried out privately and away from the group.
- Staff should remain calm and take time to listen impartially to all parties involved.
- All incidents must be noted on an incident form (appendix 2) and attached as a file on Behaviour Management in SIMS. The HOS or Deputy Head Pastoral must be informed.
- The School will contact the parent/guardian of the students involved. A suitable consequence or next steps will be discussed with all parties involved (see Discipline Handbook).

- Staff should avoid labelling students, for example as racist, homophobic. After an incident, students may need support to rebuild or reinforce self-image and esteem.
- The school collects data on all forms of hate incident and bullying to monitor patterns and trend.

THE ROLE OF STUDENTS

- All students should adhere to the School's Code of Conduct and Student Expectations. A student who perceives themselves to be the victims of a hate incident, and students who witness these have a responsibility to report this.
- Students should ask for help from staff in defusing a difficult situation. They should not retaliate, but should ask for help from staff.

THE ROLE OF THE PARENT

- Parents/guardians support the Schools policy on hate crime and will inform the School if they believe a hate incident or crime has occurred at school or in the wider community.
- Parents/guardians of a student who is responsible for hate incidents or crime conduct are encouraged to play an active role in dealing with incidents.

THE ROLE OF THE GOVERNORS

The Governors are responsible for the Anti-Hate Crime policy, and for ensuring that it is regularly monitored and reviewed. The Governing body will:

- Support the Head and the staff in the implementation of this policy.
- Be fully informed on matters concerning hate crime.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

MONITOR AND REVIEW

The overall effectiveness of the Anti-Hate Crime policy will be subject to consideration in daily school life, staff meetings, SMT meetings, governors meeting, reflections, assemblies, Life Skills and class discussions.

Records of hate crime incidents are recorded on SIMS and the Head of School and the Deputy Head will monitor patterns and trends.

APPENDIX 1

ADDITIONAL ADVICE AND SUPPORT

Stop Hate Line:

www.stophateuk.org

Run by the charity Stop Hate UK for immediate advice and support. Anyone who is either a victim or a witness of a hate crime will be able to report the incident directly to the Helpline. The aim is to encourage the public to report incidents where they have been called names, physically hurt, or had their property damaged because of another person's prejudice towards their race, faith, age, sexuality, gender or disability.

Victim Support:

0808 168 9111

www.victimsupport.org.uk

Help people cope with the effects of crime whether the crime is reported or not. Also give information on local victim support groups.

Victim Support National Hate Crime Report and Support Centre Wales:

0300 3031982

www.reporthate.victimsupport.org.uk

Advocacy, emotional support, mediation, restorative justice, serious injury compensation claims, independent police commissioner complaints process assistance.

Galop:

020 7704 2040

0800 999 5428

London's lesbian, gay, bisexual and transgender community safety charity. Advice and support to those affected by homophobic and transphobic violence.

APPENDIX 2

DAY TIME INCIDENT FORM

Date of Incident:

Date on which this form was completed:

Member of Staff/Adult reporting:

DESCRIPTION OF INCIDENT -

ACTION YOU HAVE TAKEN

ACTION NEEDED AND BY WHOM

PEOPLE TO BE INFORMED

STUDENTS FILES TO WHICH THIS DOCUMENT NEEDS FILING

Compiled	Version 20	September 2020	L Moses
Approved	Version 20	September 2020	I A Lavender