

Dealing with Prejudice: Best Practice Guide for Nottingham City and Nottinghamshire Schools and Academies

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Introduction

This guide has been created by Nottinghamshire Police, Nottinghamshire County Council, and Nottingham City Council to support schools and educational institutions in dealing with prejudice-based incidents. Tackling prejudice is central to the successful promotion of fundamental British values, especially in relation to the values of respect and tolerance and the rule of law. Schools need to work proactively to address all forms of prejudice and discrimination and this guide should serve to support this work.

Staff

School staff should be fully trained to recognise and challenge prejudice based on: ethnicity, nationality, skin colour, religion/ belief, disability including mental health, sexual orientation, and transphobic prejudice, as well as misogyny and prejudice based on alternative subculture.

Staff members should feel confident in challenging prejudice and prejudiced language in a constructive way.

Prejudice and hate crime should be a discussion point for staff meetings and be regularly discussed in the school.

Staff should be fully trained on the school's policy and recording methods.

Communication

The school should have information about hate crime and bullying on its website with directions on how to report hate crime.

Schools should have available the contact details of the Police Schools and Early Intervention Officers in a visible location accessible by all staff members.

The school should have a list of signposting resources relating to prejudice, which is easily accessible by all staff.

The school should have a parent/carer-friendly version of its policy, which is given to parents at the start of the academic year.

Information about the school's policy on prejudice should be available online.

Prevention

Diversity should be embedded within the curriculum across all subjects

Prevention methods should be considered, including holding assemblies and lessons to discuss prejudice.

Pupils should be actively involved in drawing up and agreeing principles and codes of practice relating to prejudice.

The school should consider using an ambassador scheme or peer mentoring in regards to prejudice. For advice and support about setting up such schemes, county schools can contact Lorna Naylor, Anti-bullying Co-ordinator, TETC Team.

Reporting

Students should know where and how to report a prejudice-related incident.

Schools should consider having a safe place and a nominated member of staff for students to report prejudice incidents to.

Schools should have a named member of senior management staff responsible for dealing with prejudice based incidents and hate crime.

Students should be aware they can report any crime anonymously at <https://www.fearless.org/>

Recording

The school should have a separate log for recording prejudice-based incidents.

Every prejudice-related incident should be recorded accurately.

The school should have a way of identifying repeat victims and perpetrators.

School recording methods should let any prejudice-based incidents be recorded fully with target and perpetrator details, type of prejudice, and actions taken.

School should be able to analyse and learn from previous responses to prejudice-based incidents. The school should share any concerns or concerning trends with Police Schools and Early Intervention Officers, local PCSO'S, or local authority for support and further interventions.

Schools should extract data about the volume and type of prejudice-based incidents at least yearly and use that data to plan prevention activities and engagement.

Policy & dealing with incidents

The school should have a robust policy on dealing with prejudice-based incidents

Parents of both victim and perpetrator should be made aware in a sensitive and personal manner.

Schools should recognize the possible effect of prejudice-based incidents and bullying and should take it seriously

Schools should have potential interventions in place for perpetrators, both in terms of education and when needed, sanctions.

The policy should clearly state course of action when an incident that occurred outside of school or online is disclosed to the school.

The school should have a procedure in place to note and analyse any concerning trends in prejudice-based incidents and should be able to involve partners if any support is needed.

The school should have a clear policy on sharing information with local authority and police in cases of concerning incidents or trends.

Schools should be fully accountable and can audit their own processes.

Schools should have a process in place in case of a complaint or enquiry from parents/ carers.

There should be support available for victims of prejudice-related incidents.

The school should have a risk assessment procedure in place.

There should be a process in place for incidents involving adults.

The school should consult with key stakeholders annually to gather feedback and ensure their procedures are fit for purpose.

Risk assessments

The school's risk assessment should cover at least the following questions:

- Is the target safe now? Will the target be safe when leaving school premises? (if not, consider immediate response)
- Is the target vulnerable or especially upset? Is there a likelihood of a repeat incident within the next 24 hours?
- Has the target experienced this prejudice-based incident or prejudice-based bullying before?
- Is the perpetrator a repeat perpetrator? What interventions are needed if this is the case?
- Has the reported incident(s) had an impact on the wellbeing of the target? Or on a group of individuals such as a family or the victim's community?
- Does the victim need safeguarding from retaliation or escalation?

Training

There should be training available for school staff, delivered by various voluntary and statutory organisations.

Nottinghamshire County Council has a range of training available for school staff. For further information and bookings in the county, please contact sarah.lee@nottscc.gov.uk , nina.sidhu@nottscc.gov.uk or alison.nicholls@nottscc.gov.uk .

The National Holocaust Centre does regular 'No to Hate' conferences free of charge. More information can be found here: <https://www.holocaust.org.uk/notohate>

Further signposting, partner organisations, and perpetrator interventions

Support services		
Victim Care	Victim Care can provide free and independent support and advocacy to anyone impacted by crime even if they don't report to the police.	0800 304 7575 https://www.catch-22.org.uk/services/victim-care-nottinghamshire/
Call Hate Out	Hate Crime helpline to provide a confidential 24-hr support service for young people, under the age of 18, experiencing or witnessing Hate Crime.	Call: 0808 801 0576 Text: 07717 989 025 www.callhateout.org
Childline	Free 24-hour helpline for children and young people. Offer confidential emotional support and advice for young people on a variety of issues.	0800 1111 www.childline.org.uk

Perpetrator interventions		
Breaking the cycle	Learning programme that is designed for those aged 9 to 17 and is aimed at addressing prejudicial behaviours. Free for Nottinghamshire residents.	https://www.holocaust.org.uk/breakingthecycle
GRIT	Mansfield and Bassetlaw only: 12 week programme for 13-18 year olds who are vulnerable to extremist views or have been involved in hate crime. Use emotional resilience to tackle hate crime and extremism	www.transformtraining.org.uk

Educational organisations		
Educate and Celebrate	Charity working on making schools and organisations LGBT+ Friendly. Can provide Gender Identity and Sexual Orientation assemblies, workshops, classroom sessions with students along with providing guidance and resources for Impact and Extended Learning days.	http://www.educateandcelebrate.org/
Mencap	Mencap can organise visits to schools to talk to pupils about learning disability.	https://www.nottinghammencap.org.uk/

National Holocaust Centre	Schools can organise trips to the Holocaust Centre. They also organise No to Hate conferences, which can be attended by school staff.	https://www.holocaust.org.uk/
LifeSkills	10-week programme aimed at primary schools, focusing on drugs and alcohol, knife crime, and hate crime.	https://lifeskills-education.co.uk/
Nottingham Immigration Education	Student volunteer deliver a number of workshops in schools. Have 3 sessions: on islamophobia, on myth busting of immigration myths, and one on critical reading around detention and deportation.	studentsofien@gmail.com
OneConversation	A team of individuals, who have intellectual and developmental disabilities, which go into schools to run 2-hour workshops using honest, candid, and fun conversations to challenge prejudice.	office.onewalk@gmail.com
Out in Education	Not-for-profit organisation made up of students of the University of Nottingham, which aims to create an inclusive environment at schools through educating pupils about LGBT+ issues, encouraging tolerance and diversity and promoting an anti-bullying agenda	https://outineducationblog.wordpress.com/

Local Authority contact details		
Nottinghamshire County Council	Achievement & Equality Team	nina.sidhu@nottsc.gov.uk
	Achievement & Equality Team	alison.nicholls@nottsc.gov.uk
	Tackling Emerging Threats to Children	sarah.lee@nottsc.gov.uk
Nottingham City Council	Service Manager, Access to Learning	Jonny.kirk@nottinghamcity.gov.uk
Nottinghamshire Police	Schools and Early Intervention Officers Coordinator	karen.dalby17019@nottinghamshire.pnn.police.uk
	Hate Crime Team	hate.crime@Nottinghamshire.pnn.police.uk

National Awareness Days

Preventative and proactive work can be done with pupils, tying into national and international awareness days and other important events. Here is a list of important days:

Date	Name	Website
27-Jan	Holocaust Memorial day	https://www.hmd.org.uk/
February	LGBT History month	https://lgbthistorymonth.org.uk/
08-Mar	International Women's Day	https://www.internationalwomensday.com/
13-Mar	National Bystander Awareness Day	http://communitiesinc.org.uk/ourwork/nbad/
22-Apr	Stephen Lawrence day	https://www.stephenlawrence.org.uk/stephen-lawrence-day/
June	Gypsy, Roma, Traveller History month	https://www.gypsy-traveller.org/heritage/celebrating-gypsy-roma-and-traveller-history-month/
June (week changes every year)	Learning Disability Awareness Week	https://www.mencap.org.uk/get-involved/learning-disability-week-2019
20-Jun	World Refugee day	https://www.un.org/en/events/refugeeday/
11-July	Srebrenica holocaust memorial day	https://www.srebrenica.org.uk/
July (local PRIDE event dates change)	PRIDE	http://www.nottinghamshirepride.co.uk/
23-Sep	Bi Visibility day	http://www.bivisibilityday.com/
October	Black History month	https://www.blackhistorymonth.org.uk/
12-19 October (week changes)	Hate Crime Awareness Week	https://nationalhcaw.uk/
November	Islamophobia Awareness Month	http://islamophobia-awareness.org/
Begins on Remembrance Sunday	Interfaith week	https://www.interfaithweek.org/
22-Nov to 22-Dec	Disability History Month	https://ukdhm.org/
25-Nov to 10-Dec	16 Days of Activism against Gender-Based Violence	https://www.unwomen.org/en/what-we-do/ending-violence-against-women/take-action/16-days-of-activism
01-Dec	World Aids Day	https://www.worldaidsday.org/
03-Dec	International Day for People with Disabilities	https://idpwd.org/