



HATE SPEECH AND CRIME POLICY

Aims

The Ysgol Bro Preseli Hate Crime Policy outlines what the school will do to prevent and tackle hate speech and hate crime. As a school, we are committed to providing a caring, friendly and safe environment for all of pupils so that they can learn in an inclusive and secure environment. Hate Comments and Hate Crime of any kind is unacceptable and will not be tolerated at our school. If hate speech or hate crime does occur, all pupils should be able to tell and know that incidents will be dealt with quickly and effectively. Pupils and parents will be supported when Hate Speech or Hate Crime is reported.

Statutory requirements and expectations.

In order to guard against discrimination, the school has adopted policies and practices which are consistent with the statutory requirements and expectations outlined below, including procedures for dealing with and reporting racist incidents and incidents of hate speech and hate crime.

Equality Act 2010

In accordance with the Equality Act 2010 the school will prohibit discriminating against, harassing or victimising:

- pupils at school
- prospective pupils
- in some circumstances, former pupils.

The school also has obligations under the Equality Act 2010 as employers, bodies which carry out public functions and service providers.

Hate Crime

A hate crime is a crime that happens to someone because of who they are.

A hate crime is 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**
- **Religion or belief**
- **Sexual orientation**
- **How someone identifies their gender**
- **Disability including learning disability, physical disability and mental health.**

Protected characteristics

- race – a person's ethnicity, nationality, country of origin, skin colour, etc.
- religion – a person's religion or faith, even if they have no religion.
- sexual orientation – a person's sexuality, whether they are heterosexual, homosexual, bisexual, asexual, etc.
- gender identity – an individual who is transgender or perceived to be transgender.
- disability – any person with:
 1. physical impairment;
 2. life-limiting illness;
 3. sensory disability;
 4. mental ill-health;
 5. learning disability;
 6. visual difference; or
 7. diagnosis on the autistic spectrum

The overriding consideration is not that the person targeted has the characteristic that the prejudice is directed towards but whether they are perceived to have that characteristic or belong to that community.

The definition covers criminal and non-criminal incidents. It is irrelevant whether the behaviour is a criminal offence. Hate Crime covers a range of behaviours, including:

- discrimination;
- exclusion;
- verbal abuse;
- physical assault;
- bullying including cyber-bullying; and
- inciting hatred

It is the responsibility of the Senior Management Team and staff, not the police, to deal with and record behavioural incidents involving children and young people on a school premises in the first instance, even though it may be decided later that some cases might amount to criminal conduct.

Actions following a case of hate comments or crime.

Step 1: Following a case of hate comments or crime the school will record the incident, collect statements and investigate the matter. Parents will be informed of the incident. Incidents of racism are reported to the Local Education Authority.

Step 2: Restorative Practices. Following a case or incident and with the permission of pupils and parents / guardians, school staff will hold a restorative practice meeting / discussion with those who have been affected by the incident. This provides an opportunity for everyone to discuss the effects of the incident on all concerned (please see further explanation below).

Step 3: Should the school or parents feel that the matter needs to be taken further the school will follow the Police School Beat policy guidelines and liaise with the Dyfed Powys Police School Liaison Officer in order to hold a discussion with the pupils about the matter.

Step 4: If incidents of hate comment or crime continue the school will contact the Dyfed Powys Police School Liaison Officer in order to take the matter further and provide victim support. In this case, the police will record the incident as a crime and share the record with the Police Hate Crime Officer. This officer will contact the victim and their family to offer support and guidance on the next steps.

Step 5: On reporting to the Police School Liaison Officer, the schools' senior management team will conduct a meeting to discuss and decide upon further sanctions for the perpetrator. This may include internal sanctions or a period of exclusion from school.

Restorative Practices.

As a preventative measure, a restorative approach focuses on reducing the number of young people enter into the criminal justice system by holding young people to account for their actions. With restorative approaches the whole school community and parents can be involved in them. Remedial approaches in school settings do not see misconduct as a breach of school rule alone but also as a crime against people and relatives in the school. School staff have been trained and are available to facilitate or support the remedial approach when necessary. **Failure to offer restorative practice would be to discriminate against pupils with protected characteristics protected under the Equality Act 2010.**

Support for victims and witnesses

Support will be provided for all pupils and staff who have been subjected to hate speech or hate crime whilst on school premises. Pupils and staff will be provided with an opportunity to discuss the incident and their feelings with a member of staff with whom they feel most comfortable. Should the victim not wish to discuss the incident the victim will be provided with links to online support materials. Pupil progress and wellbeing will be monitored by staff and all steps taken will be communicated with parents / guardians / carers.

There is a wide range of organisations who support victims and witnesses of hate crime. You can find out more about some of these organisations on their websites.

- **Stop Hate UK**
- **Stonewall**
- **Tell Mama**
- **Community Security Trust**
- **GALOP**
- **[Fearless.org](https://www.fearless.org/)**
- Childline: 0800 1111
- Victim Supportline: 0845 30 30 900

Professional Development

In line with the school aims all staff will develop and utilise their talents, skills and expertise effectively in order to recognise and deal with hate speech and hate crime. Victim support training is mandatory for all heads of progress and wellbeing. All staff have access to in-service training provided through attendance on courses, external speakers and trainers. Heads of Progress and Wellbeing and pastoral staff will keep abreast of relevant courses & publications.

The role of parents / guardians / carers

The school acknowledges the importance of working in partnership and sharing the responsibility of education of pupils with parents and carers. This is achieved by keeping them informed and involved at all times. Effective communication and co-operation with parents are essential to the successful implementation of this policy.

Monitoring

Behaviour will be regularly reviewed by the Senior Leadership Team, and members of the Governing Body are kept fully informed regarding issues concerning behaviour management.

Appeals Process

If you are unhappy with the actions taken by the school, parents should refer to the Schools' Complaints Policy.

Policy Review

This policy was drawn up by the Senior Leadership Team, working in consultation with staff, pupils, parents and the Governing Body. Its implementation is seen as the responsibility of all staff. Its use and effectiveness will be supported and monitored by the Senior Management Team, on behalf of the Head teacher and Governors. This policy will be reviewed regularly to ensure that effective on-going self-evaluating procedures are in place and adjusted where necessary.