



Dealing with Racial Harassment

Policy Statement

It is our duty to 'promote harmony and good relations' between different groups in society. We have a responsibility to children to attempt to eliminate racial discrimination and radicalization within our Multicultural Society.

What is racial harassment?

Racial harassment is interpreted as any incident where the victim or any other person e.g. a witness believes the attacker had a racial motive. Racial harassment includes:

- ☐ Assaults of any kind
- ☐ Written/verbal threats or insults
- ☐ Damage to property
- ☐ Offensive graffiti.

These incidents can happen anywhere but are totally unacceptable within all JPAC Ltd operated clubs.

Children don't always tell their parents about racial harassment, as they don't want to worry them. Therefore, you need to be aware and look for signs that things are not right. We live in a multicultural/racial/religious society where tolerance and harmony are key factors fundamental to the British way of life.

If an incident does occur it should be investigated and recorded in detail as accurately as possible. This record should be available for inspection by staff, inspectors and parents where appropriate, on request. The Manager is responsible for ensuring that incidents are handled appropriately and sensitively and entered in the record book. Any pattern of behaviour should be indicated. Perpetrator/victim's initials may be used in the record book as information on individuals is confidential to the Club.

Where an allegation is substantiated following an investigation, the parents of children who are perpetrators and victims should be informed of the incident and of the outcome. Continued racial harassment may lead to exclusion but such steps should only be taken when other strategies have failed to modify behaviour.

Adults found to be perpetrators must be reported immediately to the Manager. Racial harassment needs to be recorded to:

Develop strategies to prevent future incidents
Identify patterns of behaviour
Identify persistent offenders
Monitor the effectiveness of company/club policies
Provide a secure information base to enable the company/club to respond to comments about racial incidents

Any racial incident must be reported to the Managing Director Ryan Robertson and James Proudfoot Owner Director.

Planned work with the children within the club to help them appreciate the importance of the multicultural, multi-faith and multiracial society in which we live will be used to help children understand the harmful effect any form of discrimination and or radicalisation can have. The school will also be informed.

Reviewed July 2023