Ysgol Groes-wen Primary School

Hate Crime, Hate Incidents and Harassment Policy

Introduction

Our 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. Our school 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. 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: Respecting Others Policy; Behaviour Policy; Attendance Policy and Safeguarding/Child Protection Policy and UNICEF Rights of the Child.

Children's Rights: These are the main featured articles when writing the Policy.

Article 3: All child-related organisations should always do what is best for each child.

Article 12: Your right to say what should happen and for someone to listen to you. Article 13: Your right to information.

Article 14: Your right to follow your own religion.

Article 15: Your right to meet friends and join groups and clubs.

Article 19: You should not be harmed and you should be cared for and kept safe. Article 28: Your right to learn and go to school.

Article 29: Your right to be the best you can be.

Article 31: Your right to relax and play.

Article 37: Your right to be treated fairly.

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 children 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. (This should set out what the policy aims to achieve, and as far as possible these should be measurable so that you can monitor and evaluate the success of the policy. (These are the same as the Anti-bullying Policy but relate to hate crime, hate incidents and harassment)).

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.

As a school we will:

• Appoint an anti-bullying hate crime, hate incidents and harassment lead - see Anti-bullying policy.

• Use opportunities across the new curriculum for Wales 2022 to embed positive behaviour and respect.

• Use interventions such as SEAL 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, bully box, restorative justice sessions, peer support and the School Council.

• Making the information in this policy available to everyone in our school community – through availability on the school website.

• 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 (eg. 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 SCPO 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.

• 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 responding to hate crime, hate incidents and harassment includes:

• 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 a Restorative Approach 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.

• Short- or long-term exclusion, detention or lunchtime 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 My Concern under the categories listed in the 'Challenging bullying, hate crime, hate incidents and harassment' guidance document.

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.

• 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.

Headteacher Signature:

Date: 15.10.26

Chair Signature:

Fersiwn:	*3.0*
Dyddiad Adolygu:	*Autumn 2027*