

Our Lady of Lourdes protocol for responding to racial



Child, parent, or member of staff has a racial incident or concern

Use your voice:

- Speak to your class teacher or teaching assistant who will offer follow-up guidance and support.
- All members of staff who are approached will follow the standard safeguarding response to reporting of incidents.

Ask to speak with Mrs Kirkwood (Anti-Racist Education Lead), Miss Hamilton (KS1 Anti-Racist Education support lead) or Mrs Philbrook (Headteacher)

Trauma-informed safeguarding response

Regulation first – make sure all involved are emotionally regulated.

Thank the child for sharing.

Listen and ask questions for clarity

Repeat back what we have understood

Acknowledge the negative feelings that will have arisen

Acknowledge the **trust** needed to share

Step 1:

- Fact finding
- Investigation **without judgement**
- Conversations with **all** involved

There is a clear acknowledgment that not all racist incidents are originated with mal-intent or conscious choice and will be dealt with in a supportive and educational manner.

Step 2:

- Restorative justice approach to resolving the incident
- All those involved informed of conversations, outcomes and next steps (where applicable).
- Recorded on CPOMS (our safeguarding system).