

Dealing With Racial Harassment

PopSoc fully and wholeheartedly adheres to both the spirit and detail of both the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000, which outlaw discrimination against anyone on grounds of race, colour, nationality or ethnicity. PopSoc is committed to ensuring the fair treatment of all people involved with the club including children, parents, Playworkers, volunteers, visitors and Management Committee members. PopSoc maintains that all are entitled to an environment free from harassment and discrimination, as outlined in the Equal Opportunities Policy and will therefore wholeheartedly protect and promote an environment based on respect and tolerance of all persons.

Preventing Racial Harassment & Discrimination

PopSoc believes in the effectiveness of preventing racial harassment and discrimination through actions taken before such incidents occur and therefore intends to ensure the following principles:-

- ∇ All children are valued and treated equally irrespective of race, colour or cultural background.
- ∇ Playworkers will encourage individuals to treat each other with respect regardless of their race, colour, nationality or ethnicity. Playworkers will also display this behaviour around the children, demonstrating at all times the importance of relationships built on mutual respect.
- ∇ Playworkers will acknowledge the existence of racism in society and take steps to promote harmonious relationships within the club. Playworkers will be encouraged to challenge any behaviour which could be considered racist.
- ∇ The Manager will ensure that there are opportunities for the children to experience a variety of multi-cultural activities.
- ∇ The Manager will ensure that different cultural needs are met, understood and communicated to all individuals involved in the club.

Examples Of Racial Harassment & Discrimination

PopSOC is opposed to all racial harassment and discrimination including direct and indirect behaviour which is either intentional or unintentional.

PopSOC considers the following as inappropriate and will take measures to confront any displays of this behaviour within the club:-

- ∇ Words or actions used that include references to a person's racial or religious identity
- ∇ Threats or actions of violence against individuals at any time but especially if reference is made to racial, cultural, religious or national identity
- ∇ Racist graffiti or any other written insults or the distribution of racist literature.

Staff and children are encouraged to report any concerns regarding racist behaviour to the Manager who will ensure that appropriate action is taken.

PopSOC As An Employer

As an employer, PopSOC is committed to ensuring that the workforce reflects the multi-cultural community that it serves. In order to meet this commitment PopSOC will:-

- ∇ Advertise job vacancies in a variety of media sources and outlets and in a variety of places
- ∇ Ensure that the club's Human Resource Procedures prohibit racial discrimination and harassment and investigate any concerns when this is suspected of failing
- ∇ Investigate any allegation of racial discrimination or harassment according to the provisions of the Staff Disciplinary Procedure and Behaviour Management Policy.

Addressing Racial Harassment & Discrimination

All staff members and children are encouraged to report any concerns to the Manager. The Manager will ensure that all allegations are investigated carefully and sensitively and recorded accurately. All incidents recorded will remain confidential.

In the case of children, incidents will be reported to their parent/carer and a course of action agreed upon to resolve the situation as mentioned in the Behaviour Management Policy. A Behavioural Incident form will be used to record this and the parents' comments. However, if a solution cannot be found, then PopSOC may have to inform the child – and their parent/carer – that they are no longer able to attend sessions at PopSOC, in accordance with the Suspensions & Inclusions Policy.

In the case of staff, provisions within the Staff Disciplinary Procedures Policy will be put in motion and a record of the incident will be kept and made available to statutory authorities if appropriate.

In all cases, continued racial harassment or discrimination from any individual will result in exclusion from PopSOC, where all other efforts have failed to provide a satisfactory resolution.

Policy written January 2009

Policy agreed