

Guidelines for dealing with and reporting prejudice based incidents, hate incidents and hate crimes in schools and settings

September 2016

Updated October 2020

1. INTRODUCTION

1.1. North Yorkshire County Council values the benefits of having a diverse population. It also recognises the harmful effects of bullying and prejudice in society. These can unfairly limit the life chances of children and young people and exclude them from full participation in social, economic, political and cultural life. We believe in celebrating diversity, and that eradicating **all** forms of prejudice and promoting equality for all must be an integral part of all schools' work.

1.2. These guidelines will help schools fulfil their duty to eliminate discrimination, harassment and victimisation and their duty to foster good relations, under the Equalities Act (2010) and the Public Sector Equalities Duties (2012). They provide schools with information about how to deal with, and report on, the frequency and extent of prejudiced based incidents within school.

1.3. The definitions of a prejudiced based incident and a hate crime are as follows:

- A prejudiced based incident is any incident which is perceived by the victim, or any other person, to be prejudiced towards an individual, due to one or more of their **protected characteristics**, which are age, disability, faith, gender identity/reassignment, marriage and civil partnership status, pregnancy and maternity status, race, gender or sexual orientation
- A hate incident or crime is any incident that is motivated by hostility on the grounds of race, religion, sexual orientation, disability or transgender identity

There are three categories of hate crime in legislation:

- Incitement to hatred offences on the grounds of race, religion or sexual orientation;
- Specific racially and religiously motivated criminal offences (such as common assault); and
- Provisions for enhanced sentencing where a crime is motivated by race, religion, sexual orientation, disability or transgender identity.

Although this sort of crime is collectively known as 'Hate Crime' the offender doesn't have to go as far as being motivated by 'hate', they only have to exhibit 'hostility'. This can include name calling, physical abuse or damage to property.

Further information about Hate Crime can be found at:

'Action Against Hate: The UK Government's plan for tackling hate crime.' July 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/543679/Action_Against_Hate_-_UK_Government_s_Plan_to_Tackle_Hate_Crime_2016.pdf

Appendix 3, at the end of this document, outlines the process in respect of hate incidents and hate crimes.

2. EVERY SCHOOL'S STATUTORY DUTIES

2.1. Equalities Duties:

These guidelines will enable the school to meet the general duty outlined in Section 149 of the Equality Act. This has three aims requiring public bodies to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by or under the Equality Act 2010
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

2.2. Anti-discrimination law

Schools must follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. This applies to all schools in England and Wales, and most schools in Scotland.

For full details see: <https://www.gov.uk/discrimination-your-rights>

3. PREVENTION OF PREJUDICED BASED INCIDENTS, HATE INCIDENTS AND HATE CRIME

3.1. Preventing such incidents is a shared task between a school, pupils, parents/ carers and staff.

- Every pupil should understand the benefits of an inclusive, harassment-free school and that prejudice-based behaviours are unacceptable
- The school should have a policy and action plan for dealing with such incidents, which may be included within the equal opportunities policy. All school policies and practices should have due regard to “fostering good community relations”, which is part of the general Equality Duty. These may include a specific reference that prejudice based behaviours are unacceptable e.g. including the use of racist or homophobic language
- Every parent or carer should understand and have confidence in the school’s readiness to challenge all forms of prejudiced based incidents and anything, which may escalate into hate crime. Explicit references within a school’s prospectus and other documentation sent to parents can be very helpful in this respect and home-school agreements can assist in maintaining and strengthening good practice
- All staff should continue to update their professional development with the knowledge and skills necessary for the prevention and handling of prejudice based incidents, hate incidents and hate crimes and for the “fostering of good community relations” within the school’s ethos.

4. RECOMMENDED PROCEDURES

4.1. As part of the ‘Action Against Hate’ Home Office policy (July 2016), there are five steps that form the action plan:

- Preventing hate crime
- Responding to hate crime in our communities
- Increasing the reporting of hate crime
- Improving the support for victims of hate crime
- Building our understanding of hate crime.

4.2. For schools, it is important that:

- There is a named member of the senior management team responsible for dealing with prejudice-based incidents, hate incidents and hate crime (this should be the Designated Safeguarding Lead - DSL)

- Any prejudice based incident, hate incident and / or hate crime must always be reported to the Designated Safeguarding Lead in order to identify appropriate follow-up
- There are safe spaces in the school/college where pupils feel able to report any incidents. Privacy, confidentiality and the needs of the pupil reporting are respected
- The importance of preventing prejudice-based incidents, hate incidents and hate crime happening in the first place is recognised and the school is committed to challenging those attitudes that can lead to discrimination and divisions within our society
- Prejudice-based incidents, hate incidents and hate crimes are clearly identified as such and the frequency and nature of them is monitored within the school
- All hate incidents and hate crimes are recorded in school (see Appendix 1 for suggested format) and are reported to North Yorkshire County Council using the online reporting tool. This report is shared with the multi-agency Hate Crime Working Group, in order to identify common themes and inform future approaches to tackling hate crime
<https://consult.northyorks.gov.uk/snapwebhost/s.asp?k=146952740744>
- Serious hate crimes are reported to the police or a hate-crime reporting centre (see details in Appendix 3 below). The police however, do not want to criminalise children and young people unnecessarily, but would rather support schools to address any issues. The [Police Partnership Information Sharing Form](#) can be used to share information and concerns
- Preventative action is taken to reduce the likelihood of such incidents occurring, including addressing sensitive and controversial issues relating to prejudice, in the curriculum
- All staff are confident in challenging the beliefs and attitudes that can lead to hate crime
- The wider implications of such incidents for the school and local community are recognised
- Full and regular reporting of these incidents is provided to the Governing Body and action is taken by the Governing body to address any reoccurring concerns
- Staff are familiar with formal procedures for recording and dealing with prejudice-based incidents, hate incidents and hate crimes so they are vigilant regarding these behaviours
- Pupils are actively involved in drawing up and agreeing principles and codes of practice relating to all types of bullying and harassment, and play a part in dealing with prejudice-based incidents, hate incidents and hate crimes
- Parents are involved in agreeing principles and procedures for dealing with prejudice based incidents, hate incidents and hate crimes
- Victims of prejudice-based incidents, hate incidents and hate crimes are supported (see links below)
- Perpetrators are dealt with effectively

5. IDENTIFYING PREJUDICED BASED INCIDENTS AND HATE RELATED INCIDENTS OR CRIMES

5.1. A prejudiced-based or hate incident is any incident which is perceived by the victim, or any other person, to be prejudiced towards an individual, due to one or more of their protected characteristics. Incidents may include:

- Threatened or actual physical assault
- Derogatory name calling, insults, for example racist jokes or homophobic, biphobic and transphobic language
- Comments /abuse etc. being made online
- Hate graffiti (e.g. on school furniture, walls or books)
- Provocative behaviour e.g. wearing of badges or symbols belonging to known right wing, or extremist, banned or prohibited organisations
- Distributing literature that may be offensive in relation to a protected characteristic
- Verbal abuse
- Inciting hatred or bullying against pupils who share a protected characteristic
- Prejudiced or hostile comments in the course of discussions within lessons
- Teasing in relation to any protected characteristic e.g. sexuality, language, religion or cultural background
- Refusal to co-operate with others because of their protected characteristic, whether real or perceived
- Expressions of prejudice calculated to offend or influence the behaviour of others
- Attempts to recruit other pupils to organisations and groups that sanction violence, terrorism or hatred.

5.2. It is important to recognise that:

- Such incidents are often part of more complex interactions which may take place in school - for example, an argument about friendship may lead to a prejudiced based incident or a hate crime
- Teachers may need to deal with prejudiced or hostile comments made by parents or other adults as well as by pupils
- Incidents may involve group as well as individual behaviour
- Prejudice-based incidents, hate incidents and hate crimes are not always explicit – for example, a pupil may be called ‘smelly’ and behind such insults may lie a hate element
- Prejudiced behaviour can occur without any one belonging to the targeted characteristic being present – for example, telling disability jokes
- Acts or expressions may include negative body language – for example, the refusal to sit next to, or work with a gay pupil

- Harassment is not based on whether or not the perpetrator intended to harass, or understands the prejudiced content of what s/he has done, but rather the effects of the incident.

6. DEALING WITH PERPETRATORS

INCIDENTS INVOLVING PUPILS

6.1. Schools may feel it appropriate to develop a checklist as part of their policy to ensure internal consistency in the use of sanctions in relation to incidents involving pupils. It is recognised that staff members will use their professional judgement in dealing with specific incidents, but individual practice should be based on school policy.

6.2. Responses may include sanctions, withdrawal of privileges, counselling and the involvement of other professionals, e.g. police, Community Safety Partnership leads, Community Cohesion workers or Early Help workers. Appropriate support by these agencies will be considered along with potential intervention. A list of sources of support and advice, both general and specific, is provided in Section 12. Guidance on conducting a structured conversation with pupils and/or parents is available in Appendix 2.

6.3. The following table provides some ideas for appropriate actions that could be taken in response to different types of incidents.

Type of incidents	Required actions Note: Parents/carers of both the victim(s) and perpetrator(s) must be informed in all cases and appropriate follow-up support for both parties should be instigated	Possible hate related incident or crime?
(a) Physical assault	<ul style="list-style-type: none"> • Report to the DSL/Headteacher • Record on the NYCC Hate Incident Reporting Form • Take necessary action to prevent recurrence, follow the school's behaviour protocols and provide support for the victim • If serious, report the incident to the police who will then be obliged to investigate. Note: This could lead to the criminalisation of the perpetrator • Or complete a Police Partnership Information Sharing Form to highlight concerns and access support 	Yes
(b)	<ul style="list-style-type: none"> • Never ignore any derogatory name calling, insults and prejudiced forms of verbal abuse in school or online 	Yes

<p>Derogatory name calling</p>	<ul style="list-style-type: none"> • Explain fully to the perpetrator that verbal prejudice abuse will not be accepted • Refer offenders to the DSL/Head teacher • Record on the NYCC Hate Incident Reporting Form if the verbal abuse was directed at an individual/group • Request agencies to intervene to provide training/strategies depending on the nature of the incident (see section 12) • If hate related, consider completing a Police Partnership Information Sharing Form 	
<p>(c) Hate graffiti</p>	<ul style="list-style-type: none"> • Report all prejudiced and offensive graffiti in the school to the DSL/Head teacher • Take action to remove graffiti immediately • Check regularly and take steps to remove and discourage the re-appearance of graffiti • Record on the NYCC Hate Incident Reporting Form if the graffiti was directed at an individual or group • If hate related, consider completing a Police Partnership Information Sharing Form 	<p>Yes</p>
<p>(d) Wearing hate badges or insignia</p>	<ul style="list-style-type: none"> • Do not permit wearing of hate badges or insignia • Refer perpetrators to the DSL/Head teacher as appropriate • Record on the NYCC Hate Incident Reporting Form • Make a Prevent referral through the NYCC safeguarding referral process if you consider the individual is at risk of radicalisation or extremism • Complete a Police Partnership Information Sharing Form Report or if there are serious concerns, the Counter Terrorism Hotline 0800789321 	<p>Yes</p>
<p>(e) Bringing hate materials into school or sharing/promoting online</p>	<ul style="list-style-type: none"> • Remove all forms of hate literature, such as leaflets, comics materials or magazines under incitement legislation • Refer pupils to the DSL//Head teacher as appropriate • Record on the NYCC Hate Incident Reporting Form • Make a Prevent referral through the NYCC safeguarding referral process if you consider the individual is at risk of radicalisation or extremism • Complete a Police Partnership Information Sharing Form or if there are serious concerns, the Counter Terrorism Hotline 0800789321 	<p>Yes, may fall under incitement legislation</p>

<p>(f)</p> <p>Prejudiced based comments during lessons</p>	<ul style="list-style-type: none"> • Challenge comments/statements • Speak to the young person after the lesson to ensure they understand what they said was unacceptable and why • Report to the DSL/Head teacher • Record on the NYCC Hate Incident Reporting Form if the comments were directed at an individual or group • Consider intervention work, possibly provided by the Police or other agencies (see 'Wake-up Call' details below) • Consider reporting to the police depending on the level and frequency using a Police Partnership Information Sharing Form Report 	<p>Yes, may fall under incitement legislation</p>
<p>(g)</p> <p>Attempts to recruit to hate based organisations or groups in school or online</p>	<ul style="list-style-type: none"> • Report immediately to the DSL/Head teacher • Seek advice from North Yorkshire Police, before interviewing the Recruiter should be interviewed • Record on the NYCC Hate Incident Reporting Form • Make a Prevent referral through the NYCC safeguarding referral process if you consider the individual is at risk of radicalisation or extremism • Complete a Police Partnership Information Sharing Form or if there are serious concerns, the Counter Terrorism Hotline 0800789321 	<p>Yes, may fall under incitement legislation</p>
<p>(h)</p> <p>Ridicule of an individual for cultural or other differences e.g. food, music, dress, appearance, etc</p>	<ul style="list-style-type: none"> • Never ignore any attempt to ridicule an individual within school, face to face or online • Explain fully to the perpetrator that verbal or online prejudice abuse will not be accepted • Refer offenders to the DSL/Head teacher as appropriate • Record on the NYCC Hate Incident Reporting Form • Consider intervention work, possibly provided by the Police or other agencies (see 'Wake Up Call') • Complete a Police Partnership Information Sharing Form depending on the level and frequency 	<p>Yes</p>
<p>(i)</p> <p>Refusal to cooperate with others because of a</p>	<ul style="list-style-type: none"> • Explain that pupils should work collaboratively - every pupil should have the right to be included in school activities 	<p>No</p>

protected characteristic e.g. race, disability, sexuality	<ul style="list-style-type: none">• Restorative intervention with all involved could take place to support greater learning / understanding• Refer perpetrators to the DSL/ Head teacher as appropriate• Consider intervention work, possibly provided by the Police or other agencies (see “Wake Up Call”)	
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Schools may request support and advice from North Yorkshire County Council and other agencies for specific incidents. See section 12 for list of contacts.

For reporting, schools/colleges should have designated safe spaces where pupils know they can report any incident privately and that it will be dealt with sensitively. Pupils should be made aware that they could report anonymously online, if they would prefer.

DEALING WITH MEMBERS OF STAFF

6.4. The council makes it clear that prejudiced behaviour from any member of staff of an educational establishment towards any pupil, parent or another member of staff will not be tolerated and, if it occurs, disciplinary action could be taken. The same process as outlined in table 6.3 in terms of reporting to the police or the Counter Terrorism Hotline should be followed. Further advice should be sought from the LADO.

VOLUNTEERS AND VISITORS IN SCHOOL

6.5. Schools should bring the school’s policies to the attention of volunteers who work in the school on a regular basis. This will include a school’s Single Equality Scheme and code of conduct.

INCIDENTS OUTSIDE SCHOOL

6.6. There may be occasions when prejudiced based incidents, hate incidents or hate crimes that have occurred outside school, including online, or involve outside perpetrators, are brought to the attention of the Head teacher. These incidents must be assessed by the DSL/Head teacher and where appropriate, responded to in line with this policy.

7. THE GOVERNING BODY’S ROLE IN RESPONDING TO PREJUDICE BASED INCIDENTS, HATE INCIDENTS AND HATE CRIME

7.1. The Governing Body has, in partnership with the Head teacher, responsibility for the overall management of the school. The focus of its work is to raise standards of achievement, establish high expectations of all pupils and promote effective teaching and learning. These aims can only be achieved in a safe and secure environment where all pupils feel free from harassment of any kind.

7.1.1. Governors have a key role in establishing the ethos of the school.

7.1.2. Governors should receive a termly report from the Head teacher on the school's performance in dealing with prejudice-based incidents, hate incidents and hate crimes.

7.1.3. Prejudice-based incidents and hate crime can lead to pupils being permanently excluded, but only as a last resort and following the legal protocols. In these cases, governors are responsible for deciding whether the exclusion made by the Head teacher should be upheld.

7.1.4. Governors have a duty to ensure the school publishes sufficient information to show it has had **due regard** to considering the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people from different groups
- Foster good relations between people from different groups.

7.2. Having 'due regard' means consciously thinking about these three aims and will require the school to monitor prejudice based incidents and analyse the results in order to:

- Get a full picture of the frequency and nature of prejudice-based incidents, hate incidents and hate crimes
- Measure the effectiveness of the methods used by the school to respond to prejudice based incidents and hate crime
- Use the analysis as a baseline to change and develop the school's practice for preventing and addressing prejudice based incidents, hate incidents and hate crimes.

8. MONITORING PREJUDICE BASED INCIDENTS AND HATE CRIME

8.1. Schools must record details of the incident, the person(s) concerned and actions taken. A suggested format for a Prejudiced Based Incident, Hate Incident and Hate Crime Reporting Form is provided in Appendix 1, which can be found at <http://cyps.northyorks.gov.uk/equalities-and-diversity>

8.2. Details of every hate incident must be recorded on the online reporting system for North Yorkshire County Council

<https://consult.northyorks.gov.uk/snapwebhost/s.asp?k=146952740744>

8.3. Where appropriate, incidents should also be reported to the police and / or counter terrorism, or information shared through the [Police Partnership Information Sharing Form](#)

9. ANALYSING PREJUDICE BASED INCIDENTS AND HATE CRIME

9.1. Crucial to eliminating incidents will be a school's understanding of the number and nature of incidents that occur. The school should consider whether:

- The number of incidents, especially a nil result, reflect the nature of community relations in the school
- There is any trend in the nature of prejudice-based incidents and hate crime i.e. are incidents predominantly homophobic, disablist or racist?
- Statistics provide evidence that policies and practices are working by the scale and number of incidents, and by the prevalence of repeat incidents
- They can be confident that pupils feel at ease to report incidents.

9.2. The data from the North Yorkshire online reporting system will be used by North Yorkshire County Council to respond to significant issues from schools and the community in order to improve provision for all pupils. The data is also shared with the police through the multi-agency North Yorkshire and York Hate Crime Working Group to support and inform future approaches and responses to Hate Crime and to help identify any trends and issues emerging. The data provided is treated in strictest confidence and does not include information that would identify individuals.

10. COMMUNITY TENSION

10.1. Behaviour that can be seen as possibly reflecting community tension within the school as a whole should be monitored e.g. where small groups of pupils form isolated groups within the playground or the classroom. Where any community tension has been highlighted to staff, the Police are to be informed as soon as possible in order to assess, review and respond to any community needs. Use the Police Partnership Information Sharing Form.

10.2. Schools should continue to develop healthy relationships with their local communities. In order for a school to fully understand and enable pupils to achieve to their highest potential, they need to be aware of community issues. This can be achieved through working closely with the local 'Safer Community hub' (details below).

10.3. Schools should continue to involve and draw on the expertise of community members in the school curriculum and related activities. Schools should consider how they contribute towards integrating people into the community.

11. VICTIM SUPPORT

11.1. All schools should provide safe spaces for the reporting of prejudice-based incidents, hate incidents and hate crime, which are private and where the needs of the reporter/victim can be met sensitively. Pupils should be actively encouraged to report any incidents.

11.2. All schools should attach importance to comforting and supporting victims of prejudice-based incidents and hate crime. Schools should endeavour to explain to the victim the actions taken in dealing with the perpetrator and express the attitude of the school towards such behaviour.

11.3. The victims (young people or adults) should be supported and enabled to express their own concerns and feelings. The schools should enable the provision of further support, including counselling where appropriate. Any victim of Hate Crime (young person or adult) can be referred to the Supporting Victims Service www.supportingvictims.org

11.4. In serious cases, the Head teacher should meet the parents of the victim to explain the action taken and to discuss the matter with them. All serious cases should be reported to the police. Incidents can be reported anonymously if victims do not give consent.

11.5. Schools should always signpost victims to sources of additional support and advice (see details in section 12 below).

12. SOURCES OF HELP, ADVICE AND INFORMATION

12.1.

Equality area or specific protected characteristic	Organisation	Contact details
General: relating to all protected characteristics particularly where a hate crime or potential hate crime is involved	North Yorkshire Police	Call 101 to report a Hate Crime. Advice can be sought from the dedicated Hate Crime Officer, North Yorkshire Police Stuart.henderson@northyorkshire.pnn.police.uk

	<p>Supporting Victims</p> <p>Safer Communities, North Yorkshire County Council</p> <p>Community Cohesion Officers, North Yorkshire County Council</p> <p>Community Safety Hubs, District Councils</p>	<p>Point of contact for Youth Engagement, School Liaison Officers and North Yorkshire Youth Commission.</p> <p>Heidi.lewis@northyorkshire.pnn.police.uk</p> <p>Supporting Victims :for any victim of crime in North Yorkshire www.supportingvictims.org / 01609 643 100 (Monday - Friday 8am - 7pm)</p> <p>Odette Robson: Head of Safer Communities Odette.robson@northyorks.gov.uk</p> <p>Lesley Dale: Principal Safer Communities Officer Lesley.dale@northyorks.gov.uk</p> <p>Peter.cunningham@northyorks.gov.uk</p> <p>Tony.Quinn@northyorks.gov.uk</p> <p>Safer Craven Hub Stacey Reffin SReffin@cravencd.gov.uk</p> <p>www.cravencd.gov.uk</p> <p>Safer Hambleton Hub Gina Allen Gina.Allen@hambleton.gov.uk</p> <p>www.hambleton.gov.uk/saferhambleton</p> <p>Safer Harrogate Hub Julia Stack Julia.Stack@harrogate.gov.uk</p>
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	<p>'Wake Up Call' – an intervention programme run by North Yorkshire Youth</p> <p>info@nyy.org.uk</p> <p>Clare Yates Clare@nyy.org.uk</p> <p>NYP Youth Officers will support the project and Leaders Unlocked Youth Commissioners will be invited to peer educate young people.</p>	<p>www.saferharrogate.org.uk</p> <p>Safer Selby Hub Laura Cobb lcobb@selby.gov.uk</p> <p>www.selby.gov.uk/community-safety</p> <p>Safer Scarborough Hub Sandra Rees Sandra.Rees@scarborough.gov.uk</p> <p>www.scarborough.gov.uk</p> <p>Safer Richmondshire Hub Jo Butler Joanne.Butler@Richmondshire.gov.uk</p> <p>www.richmondshire.gov.uk</p> <p>Safer Ryedale Hub Bridget.skaife@ryedlae.gov.uk</p> <p>www.ryedale.gov.uk</p> <p>This is a free 2-day course for young people in secondary school at risk of disengagement, school exclusion and those engaging in low-level racist/ political behaviour or hate crime.</p> <p>The course sits in the pre Prevent space focussing on the lower level hate crime agenda. Schools are offered this course as early help to engage with identified (low-level Prevent concerns) young people and educating them informally on the effects of hate crime and community tensions.</p>
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Guidelines for dealing with and reporting prejudice based incidents, hate incidents and hate crimes in schools and settings

		Aims include re-routing negative views, beliefs and behaviour into positive attitudes used in daily life.
General: relating to all protected characteristics	North Yorkshire County Council Corporate Equality and Diversity group	Deborah Hugill Deborah.Hugill@northyorks.gov.uk
General: for advice and support on equalities duties and any issues relating to ethnicity and faith	Education and Skills Service	Schoolimprovementservice@northyorks.gov.uk
General: for advice on PSHE and citizenship curriculum, working with LGBT young people and anti-bullying	Education and Skills Service	Senior Health and Wellbeing Adviser: Clare Barrowman Clare.barrowman@northyorks.gov.uk
General: for advice on the social and emotional health aspects of incidents in relation to all protected characteristics (for pupils)	Behaviour and attendance team Inclusive Education	Inclusion Locality Manager for Social, emotional mental health, Inclusion (CYPS) Cerys Townend Cerys.townend@northyorks.gov.uk
Support Victims	Supporting victims	For any victim of crime in North Yorkshire www.supportingvictims.org / 01609 643 100 (Monday - Friday 8am - 7pm)
SEN and Disability	Inclusive Education Service The SEND information, advice and support service	inclusiveeducation@northyorks.gov.uk General enquiries 01609 536923 (SENDIASS) provides free and impartial information, advice and support for children, young people and young adults (up to 25 year old) with special educational needs and/or disabilities as well as their parents or carers. http://sendiassnorthyorkshire.co.uk/

Faith or religion	North Yorkshire Standing Advisory Council on Religious Education (SACRE)	Guidance on organising visits to places of worship, including sample letter to parents : available to download from https://cyps.northyorks.gov.uk/religious-education-re
Transgender Gender identity/ reassignment	<p>Gender Identify Research and Education Society (GIRES) http://www.gires.org.uk/</p> <p>The purpose is to improve the lives of trans and gender non-conforming people, including those who are non-binary and non-gender. Their website has a range of information. Including a free e-learning package for professionals who work with young people. http://www.gires.org.uk/caring-for-gender-nonconforming-young-people</p> <p>Mermaids https://mermaidsuk.org.uk/</p> <p>is support for Trans young people, their families and professionals</p>	<p>NYCC Transgender guidance for schools can be downloaded from https://cyps.northyorks.gov.uk/health-wellbeing-pshe</p> <p>Brighton and Hove Trans toolkit for schools</p> <p>Cornwall Council Schools Transgender Guidance http://www.intercomtrust.org.uk/resources/cornwall_schools_transgender_guidance.pdf</p> <p>Supporting LGBT young people in schools https://www.stonewall.org.uk/</p>
Race (racist incidents)	Racist incident guide with next steps. Training for school staff	Available to download from EAL and GRT page on CYPS info https://cyps.northyorks.gov.uk/eal-support-team
Race (translation)	Language line	https://www.languageline.com/uk
Sexual orientation (homophobic, biphobic and	Stonewall is the national charity that supports the LGBT community. They have	NYCC LGBT guidance for schools can be downloaded from https://cyps.northyorks.gov.uk/health-wellbeing-pshe

<p>transphobic incidents)</p>	<p>a range of education resources</p> <p>http://www.stonewall.org.uk/our-work/education-resources</p> <p>‘Out for our children’ is a website of information that has been developed by same sex families – it has a film from their point of view, which can be accessed at http://www.outforourchildren.org.uk/resources/ . They have a range of teaching resources to support schools and a range of other useful information aimed more at professionals who work with early years and primary aged pupils younger children</p> <p>Educate and Celebrate provide a range of information - book lists, supporting materials etc.</p>	<p>Stonewall have produced a toolkit for preventing and tackling homophobic, biphobic and transphobic bullying in schools</p> <p>Primary schools http://www.stonewall.org.uk/sites/default/files/getting_started_toolkit_-_primary.pdf</p> <p>Secondary Schools http://www.stonewall.org.uk/sites/default/files/getting_started_-_a_toolkit_for_secondary_schools.pdf</p> <p>http://www.outforourchildren.org.uk/</p> <p>http://www.educateandcelebrate.org/</p>
<p>Resources</p>	<p>The Crown Prosecution Service (CPS) (commissioned by DFE)</p>	<p>A programme to equip teachers to hold debates and conversations with pupils on a range of difficult topical issues. The programme is designed to give pupils the space in which to debate issues, to voice their concerns and to repeat what they have heard; teachers should listen and be ready to challenge when necessary. This will cover debates about extremism and</p>

	<p>Anne Frank Schools Programme,</p> <p>Sophie Lancaster Foundation</p> <p>National Holocaust Centre and Museum</p> <p>Educate Against Hate</p>	<p>fundamental shared values and will also be a chance to discuss issues concerned with equality, prejudice, hate crime and foreign policy.</p> <p>A resource pack for schools and teachers on hate crime in order to help teachers engage with their pupils on issues of hatred and intolerance. http://www.report-it.org.uk/cps_launch_hate_crime_schools_pack</p> <p>Taking the poignant messages of Anne’s life and diary to help students understand the damage caused by prejudice and hatred https://annefrank.org.uk/</p> <p>Resources to show young people how easy it is to be more tolerant and open their minds to accept all people, despite their lifestyle or appearance. The Sophie Game is a paid for resource available for teachers to use in schools and other educational sites across the UK. Y7+ http://www.sophielancasterfoundation.com/</p> <p>http://www.nationalholocaustcentre.net/</p> <p>This website gives teachers, parents and school leaders practical advice and information on protecting children from extremism and radicalisation http://educateagainsthate.com/</p>
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12.2. The Department for Education guidance provides advice for Head teachers, staff and Governing Bodies on preventing and tackling bullying. The Department for Education website also has links to a range of associated resources that may be useful for schools in relation to prejudice-based incidents.

12.3. The North Yorkshire reporting form for any hate incidents can be found at:
<https://consult.northyorks.gov.uk/snapwebhost/s.asp?k=146952740744>

Any hate incident or crime that is directed at another person/group with a protected characteristic should be recorded.

Appendix 1: Excel Spreadsheet: Suggested format for prejudice based incident/hate crime reporting form for schools.

Appendix 2: Hate comments or incidents in Primary Schools: A Guide to Good Practice, with example of a structured conversation

Appendices are available at <http://cyps.northyorks.gov.uk/equalities-and-diversity>
Contact for enquiries or further information: EandS@northyorks.gov.uk

Appendix 3: Process for reporting hate incidents and hate crimes.

All serious hate crimes must be reported to the police and will be investigated, possibly resulting in a prosecution. The police however, do not want to criminalise young people unnecessarily and an intervention programme to address negative behaviours and attitudes may be more appropriate.

Step 1: Does the incident reported meet the legal definition of ‘Hate Crime’?

A Hate Crime is any criminal offence, which is perceived by the victim, or any other person to be motivated by a hostility or prejudice based on a person’s real or perceived:

- Disability
- Race
- Religion
- Gender identity
- Sexual orientation

NB: Hostility related to any other protected characteristic should be recorded as a prejudice-based incident. It is not a hate crime.

Step 2: Report the incident

- If it is an emergency – always dial 999.
- In a non-emergency, you can dial 101, contact, or visit your local police station.
- Even if the victim wishes to remain anonymous, the information provided may be vital in helping the police bring to justice the people who commit these crimes.
- The Supporting Victims service can also help. The service provides independent support for anyone affected by crime in North Yorkshire, whether reported to the police or not. www.supportingvictims.org / 01609 643 100 (Monday - Friday 8am - 7pm)
- You can also report online via the True Vision website http://www.report-it.org.uk/your_police_force

Step 3: Record the incident and actions taken

- Record the incident on your school data base and the actions that have been taken, ensuring governors are kept informed
- **Report the incident to the NYCC Local Authority using the online reporting system** <https://consult.northyorks.gov.uk/snapwebhost/s.asp?k=146952740744>
- If you need further support from the Local Authority, contact Education and Skills on 01609 798864 or at eands@northyorks.gov.uk
- If you need further support from the Hate Crime Officer, local schools Police Community Support Officer or Community Cohesion Officers (contact details in section 12 above)

Step 4: Address any concerns in school

- Facilitate restorative justice meetings if required
- Ensure the victim(s) are appropriately supported
- Ensure there are appropriate consequences for the perpetrator(s)
- Ensure there are opportunities in the curriculum to address any prejudice based issues
- Ensure staff are confident in dealing with any prejudice based incidents issues