

Parent & Community Involvement

Handling Racist Incidents Toolkit



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1. Why Parent & Community Involvement Matters

Racist incidents in schools are never isolated. They reflect wider social attitudes and can have lasting impacts on learners, families, and communities. Involving parents/carers and community partners ensures that:

- The harmed learner and their family feel supported.
- The learner who caused harm is held accountable at home as well as in school.
- Anti-racism is reinforced as a shared community value.
- Schools build trust and transparency with families.

👉 **Key Principle:** Anti-racism is a shared responsibility — schools must not act alone.

2. Engaging Families and Carers

Communicate Promptly and Clearly:

- Inform both families involved as soon as possible.
- Use respectful, age-appropriate, and direct language.

Use Clear Language:

- Name the incident as racism.
- Avoid minimising terms such as “unkindness” or “banter.”

Share Follow-Up Actions:

- Explain how the school is supporting the harmed learner.
- Outline educational/restorative steps for the learner who caused harm.

Use Scripted Conversations (from this toolkit):

- Ready-made scripts support staff in explaining incidents confidently and without defensiveness.

Provide Resources:

- Signpost families to books, workshops, or local organisations that can support ongoing conversations at home.

Encourage Two-Way Dialogue:

- Allow parents/carers to share their concerns and experiences.
- Recognise that many families may have personal experiences of racism.

3. Involving the Wider Community

Community Partnerships:

- Collaborate with local anti-racist organisations, cultural centres, or heritage projects.
- Invite guest speakers, run workshops, or co-create initiatives.

Shared Learning:

- Encourage community members to share lived experiences or cultural knowledge.
- Link with ongoing curriculum work to enrich understanding.

Collective Accountability:

- Share anonymised data about racist incidents and actions taken (e.g. in newsletters, reports, or forums).
- Demonstrate transparency without compromising confidentiality.

Celebrating Diversity:

- Mark cultural events (e.g. Black History Month, Refugee Week) authentically, with community voices leading.
- Avoid tokenism — embed diversity across the year.