



Race Equality Policy

'Together we are stronger'

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1.0 Roles and Responsibilities

The responsibility for the implementation of this policy and provision rests with the Principal. On an operational basis, the management, responsibility and evaluation of this policy will be undertaken by the Head of Academy.

2.0 Suggested Audience

All staff and nominated Governors. As part of their academy induction programme or professional development, all academy staff will receive training to ensure they consistently apply the principles and procedures outlined in this policy.

3.0 Related policies

This policy fully complies with the Equality Act (2010) and is part of a suite of policies which should also be referred to:

- School Partnership Trust Academies (SPTA) Equality Policy
- Anti-bullying policy
- Equal opportunities for students
- Mentoring and guidance of students
- Citizenship Programme of Study

4.0 Academy Mission Statement:

‘Together we are stronger’

5.0 Introduction

5.1 This academy is a member of the School Partnership Trust Academies (SPTA). It will work closely with SPTA personnel and other SPTA academies to ensure this policy is fully implemented, using best practice and changes in legislation. SPTA’s policy on Equality has influenced the development of this policy.

5.2 An integral element of the academy’s ethos is to welcome without reservation every visitor, celebrating and supporting each person’s unique talents and skills. The academy acknowledges and celebrates the cultural heritage of its students’, their families and our staff, so it is especially important to the sponsor and the Local Governing Body that the academy develops a Race Equality Policy which fully promotes racial harmony and community cohesion and is fully implemented.

6.0 Aims

6.1 The academy is committed to ensuring racial equality for all its students, teachers, governors, parents/carers and visitors. The academy provides a supportive environment where all individuals are treated with courtesy, dignity and respect, and that their contribution to the learning process is valued. The

academy strives towards creating conditions which reflect the values of a multicultural community within not only its ethos, but also its day to day provision, where all individuals are treated solely on the basis of their merits, abilities and potential; regardless of ethnic or national origin.

- 6.2 The academy promotes the spiritual, moral, cultural, mental and physical development of all our students and prepare them for the opportunities, responsibilities and experiences of later life.
- 6.3 The academy seeks to build on the work of the predecessor school and work in ways which promote community cohesion. As migration and economic change alter the shape of our increasingly diverse local communities, it is more important than ever that this academy works collaboratively with other SPTA academies and other schools to play a full part in promoting community cohesion, to ensure there is racial equality.
- 6.4 This policy has been written with regard to the Race Relations Act 1976 and the amendment, which came into force in 2000 and places a new general duty on all public authorities to promote race equality. This general duty includes schools and the aim is to make race equality central to the way schools work, how they carry out their work and to all areas of their work. In line with this, the academy will make every effort to:
 - Eliminate unlawful racial discrimination
 - Promote equality of opportunity
 - Promote good relations between people of different racial and ethnic groups
- 6.5 The academy understands that the definition of institutional racism is 'the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin.' It can be seen in various processes such as attitudes and behaviour that amount to discrimination, through unwilling prejudice, ignorance, or thoughtless and racial stereotyping; all of which disadvantage minority groups.
- 6.6 The academy understands that a racist incident is 'any incident which is perceived to be racist by the victim or any other person'. Incidents could take the form of physical assault, verbal abuse, graffiti, slogans, damage to personal property, or lack of co-operation in a lesson on account of another student's ethnicity. Any incident of racial harassment is wholly unacceptable in this academy.

7.0 Academy Principles

The academy will:

- Encourage respect for the needs and feeling of others.
- Create a safe and supportive environment in which all students within the academy are encouraged to develop to their maximum potential.
- Enable every student to develop a sense of personal and cultural identity, with a confidence and openness to change that allows them to be receptive and respectful with regard to other people's identities.
- Enable every student to develop the knowledge, understanding and skills they require in order to participate within Britain's multi-cultural society and the wider world community.
- Be proactive in promoting racial equality, good race relations and tackling unlawful racial discrimination.
- Work in partnership with parents and the wider community to tackle racial discrimination and establish, promote and disseminate racial equality good practice.
- Use a range of materials that are representative and inclusive of all cultural backgrounds.
- Enable students to maintain links with their own culture, while at the same time appreciating cultural diversity.
- Challenge racial discrimination and stereotyping at every opportunity and students will be taught how to recognise bias.

8.0 Supporting the Academy's Principles

8.1 The academy will:

- Offer each student access to all benefits and facilities and, therefore, ensure there is no discrimination. (Race Relations Act 1976).
- Record all racist incidences. (MacPherson Report 1999).
- Report all racist incidents to the parents/carers of the students involved and the Governors. (MacPherson Report 1999).
- Provide a curriculum, which promotes cultural diversity and prevents racism.
- Ensure that all literature reinforces the message that Academy will not tolerate any form of racist behaviour.
- Celebrate the diversity of our population, recognising and considering local and national issues and events.
- Implement effective procedures throughout the Academy for dealing with harassment of students, staff and visitors.
- Ensure that procedures for disciplining students and for managing behaviour are fair and applied to students from all racial backgrounds.
- Recognise that cultural background can influence and affect behaviour, taking this into account when dealing with unacceptable behaviour.
- Monitor records, checking them for signs of discrimination and racist incidences.
- Ensure that all visitors will be made aware of and comply with the academy's race equality policy.

- 8.2 The Principal and the Local Governing Body will ensure that this policy and its procedures are compliant with race relations legislation, are implemented and that all staff are aware of their responsibilities. Staff will receive appropriate training and support in putting this policy into practice, enabling them to deal with racist incidents in accordance with academy procedures, and ensure disciplinary action is taken against staff or students who have been proved to have carried out racial discrimination.
- 8.3 The academy is committed to provide staff development and training in relation to race equality. This will consist of 'core' of training for all and additional training for key personnel. Local Governing Body members and other identified academy partners may also be required to attend training. Opportunities for partnership training arrangements with external agencies will be pursued. Training will enable staff to identify and accept responsibility for dealing with racist incidences and know how to identify and challenge racial bias and stereotyping.

9.0 Types of Discrimination

9.1 SPTA's Equality policy identifies several types of discrimination, which could be clearly applied to racism:

- Direct discrimination – someone is treated less favourably than another person because of a protected characteristic
- Discrimination by Association – direct discrimination against someone because they associate with another person who possesses a protected characteristic
- Discrimination by Perception – direct discrimination against someone because others think they possess a particular protected characteristic
- Indirect Discrimination – resulting from a rule or policy that applies to everyone but disadvantages a particular protected characteristic
- Harassment – behaviour that is offensive to others even if not directly aimed at them
- Harassment by a Third Party – The Academy are potentially liable for harassment of those in our organisation by people they don't employ
- Victimisation – Someone is treated badly made or supported a complaint under the Equality Act 2010

9.2 All of these are equally abhorrent to the sponsor and the academy, and every effort will be made to quickly and robustly respond to any reported examples.

10.0 Recording incidences of racism

10.1 The academy will record incidences of racism and will use this information to inform and develop its anti-racist policy. To ensure this takes place the academy will:

- Ensure all racist incidences are thoroughly investigated;
- Record incidences of racism in an incident book;
- Ensure the Local Governing Body monitors the pattern and frequency of racist incidents through an annual report, which will include dates. Each

department will review their practice in this field on an annual basis, as part of their department review;

- Report to the Local Governing Body on the number of incidents, prevailing trends and how the issues have been dealt with;
- Ensure that all students, parents/carers and staff are aware of the academy procedures for dealing with racist incidents;
- Monitor the progress of ethnic minority students when reviewing general achievement; and
- Deal with all racist incidents immediately, even if some aspects of the response are dealt with at a later stage. Failure to respond may be construed as racist behaviour.

11.0 Procedures and actions following a report of a racist incident

11.1 The academy will adhere to and include the following principles and actions, subsequent to a report of a racist incident:

- The perpetrator will be interviewed and the incident discussed in detail with an aim to establish a clear understanding of events; this in turn should educate and repair damage and to build towards a better understanding.
- The victim will be counselled with the aim of showing understanding and giving reassurance. The incident will be discussed in some detail in order to clarify events, to educate, to repair damage and to build towards a better understanding.
- Recognition that dealing with racist incidents is a learning experience for the victim and perpetrator.
- Victims of racism and racial harassment will be supported by the academy and where appropriate, we will seek the support of outside agencies.
- Intervention strategies should as far as possible, empower students who have suffered harassment.
- All racist incidents will be seen as serious bullying.
- Every effort will be taken so the student and parents/carers involved in a racist incident feel that it has been properly dealt with and that effective procedures are in place to enable any complaints to be heard fairly and appropriately.

11.2 The academy recognises that all subjects within the curriculum make a contribution to multi-cultural and anti-racist education and will strive to embed this philosophy in all areas of its delivery and Academy life.

12.0 Monitoring and Review

12.1 This policy will be monitored by the Head of Academy to ensure its effectiveness through the Academy's self-review processes.

12.2 Evidence will be sought to confirm that the policy is promoted effectively to all stakeholders, ensuring that staff, students and parents/carers understand and meet their responsibilities.

12.3 This policy statement will continue to be discussed with students, parents/ carers and staff and Governors.

12.4 The revision of the policy will be ongoing, ensuring the involvement and commitment of the whole academy community. The statement will be reviewed annually and a written report presented for Governor's information.

13.0 Approval by the Local Governing Body and Review Date

This policy has been formally approved and adopted by the Local Governing Body at a formally convened meeting



Policy approved:



(Chair of Governing Body)

Date: Jan 2014

Date of Policy review: Jan 2015