



RACE EQUALITY POLICY

1.0 Aim

1.1 The Academy is committed to ensuring racial equality for all its children and young people, teachers, governors, stakeholders and visitors. The Academy aims to provide 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 will strive 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.

2.0 Purpose of the policy

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 the Academies work, to how they carry out their work and to all areas of their work. In line with this the Academy is required to:

- eliminate unlawful racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial and ethnic groups

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.

3.0 Procedures

3.1 Procedures to support this policy are attached.

4.0 Policy review date

4.1 This policy and related procedures will be reviewed annually.

Adopted by Appleton Academy on

Chair of the Academy Trust Board

Principal

Review date

5.0 Procedures

5.1. 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 child and young person's ethnicity. Any incident of racial harassment is unacceptable in the Academy.

5.2 The Academy has at its core, the following principles:

- Encouraging respect for the needs and feeling of others.
- Creating a safe and supportive environment in which all children and young people within the Academy are encouraged to develop to their maximum potential.
- Every child and young person should 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.
- Every child and young person should develop the knowledge, understanding and skills they require in order to participate within Britain's multi-cultural society and the wider world community.
- To be proactive in promoting racial equality, good race relations and tackling unlawful racial discrimination.
- Working in partnership with parents and the wider community to tackle racial discrimination and establish, promote and disseminate racial equality good practice.
- The Academy will use a range of materials that are representative and inclusive of all cultural backgrounds.
- Enabling children and young people to maintain links with their own culture, while at the same time appreciating cultural diversity.
- Racial discrimination and stereotyping is to be challenged, and children and young people should be taught how to recognise bias.

5.3 To support these principles the Academy will:

- enable each child and young person to access 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 parents and governors (MacPherson Report 1999);
- provide a curriculum which promotes cultural diversity and prevents racism and challenge stereotypes;
- ensure that all literature reinforces that the Academy will not tolerate any form of racist behaviour;
- celebrate the diversity of our population, and that of Bradford, recognising and considering local and national issues and events;
- forge links with Academies and schools with a multicultural intake for e.g. Linking Schools Project;

- implement effective procedures throughout the Academy for dealing with harassment of children and young people, staff and visitors;
 - ensure that procedures for disciplining children and young people and for managing behaviour are fair and applied to children and young people from all racial backgrounds;
 - recognise that cultural background can influence and effect 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 and contractors will be made aware of, and comply with, the Academy's race equality policy
- 5.4 The Principal and Governing Body will ensure that the policy and its procedures, are compliant with race relations legislation, are implemented and staff are aware of their responsibilities. Staff will receive appropriate training and support in putting the policy into practice, enabling them to deal with racist incidents in accordance with Academy procedures, and ensure disciplinary action is taken against staff or pupils who have discriminated racially.
- 5.5 The Academy is committed to providing staff development and training in relation to race equality. This will consist of core staff development for all staff and additional training for key personnel. Elected and co-opted governors and other identified Academy staff will 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.
- 5.6 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 will be investigated by the Principal or designated senior member of staff;
 - record incidences of racism in the incident book;
 - ensure the 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;
 - instruct the designated member of staff to report to the Trust Board on the number of incidents, prevailing trends and how the issues have been dealt with;
 - ensure that all pupils, parents and staff are aware of the Academy procedures for dealing with racist incidents;
 - 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;

- monitor the progress of ethnic minority children and young people when reviewing general achievement
- 5.7 The Academy will adhere to and include the following procedures 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 build towards a better understanding.
 - The victim will be counselled with the aim to show understanding and give 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 children and young people who have suffered harassment.
 - All racist incidents will be seen as serious bullying.
 - Every effort will be taken so the child and young person and parents/guardians 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.
- 5.8 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.