



## **Race Equality Policy**

Date created:	November 2015
Responsible:	T Whiteman
Date Ratified:	10 December 2015
Responsible Committee:	
Date to be reviewed:	Sept 2018 unless otherwise required due to new legislation
Statutory Policy:	Yes

## Race Equality Policy

The Hazeley Academy provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

The National Curriculum encourages schools to:

‘Prepare all students for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds.’

The Hazeley Academy strives to ensure that the culture and ethos of the Academy are such that, whatever the heritage and origins of members of the Academy community, everyone is equally valued and treats one another with respect. Students should be provided with the opportunity to experience, understand and celebrate diversity.

This policy is based on the advice given in the Equality Act 2010 where race including colour, nationality, ethnic or national origin is one of the nine protected characteristics.

We recognise:

- The inclusive nature of the National Curriculum and the opportunities Citizenship presents for encouraging ‘respect for diversity’.
- The importance of celebrating festivals from diverse faiths.
- That minority ethnic groups include Gypsy Travellers, Refugees and Asylum-seekers and less visible minority groups, e.g. Irish.
- The important contribution immigrants and their descendants have made to Britain.
- The importance of Global Citizenship.
- The importance of strong home/Academy and wider community links.
- Our duty under the Race relations (Amendment Act 2000) to promote race equality actively.
- The recommendations of the enquiry into the death of Stephen Lawrence.  
‘That Local education Authorities and school governors have the duty to create and implement strategies in school to prevent and address racism’ (Recommendation 68).
- 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 or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people.’
- A racist incident is ‘any incident which is perceived to be racist by the victim or any other person.

The Hazeley Academy will not tolerate racial harassment of any kind. We are committed to combating racial discrimination

### **1. The Board of Directors is responsible for:**

- Ensuring the Academy complies with Race Relations Act.
- Making sure the Equality of Opportunity Policy and Equality and Diversity Policy and procedures are followed.
- Ensuring the Academy reports regularly to the LA on the number and nature of recorded incidents.

- Taking appropriate action in cases of racial harassment or racial discrimination.
- 2. The Principal is responsible for:**
- Ensuring the Equality of Opportunity Policy and Equality and Diversity Policy are accessible and available and that the Board of Directors, staff, students, parents and carers know about it.
  - Making sure the Equality of Opportunity Policy and Equality and Diversity Policy and procedures are followed.
  - Providing the Board of Directors and staff with regular updates on Equality of Opportunity Policy and Equality and Diversity Policy and their implementation and providing training on the policy, as necessary.
  - Clarifying staff responsibilities and providing training and support for them to be able to carry out their responsibilities.
  - Taking appropriate action in cases of racial harassment or racial discrimination.
- 3. All staff are responsible for:**
- Dealing appropriately with racist incidents.
  - Being able to identify and challenge racial and cultural stereotyping and bias.
  - Promoting equal opportunities and good race relations.
  - Avoiding and eliminating discrimination against anyone on the grounds of race, colour, language, religion, cultural background, nationality or ethnic backgrounds (including Travellers, refugees and asylum seekers).
  - Keeping up-to-date with equal opportunities and discrimination legislation and guidance; undertaking training and other learning opportunities.
  - Supporting students in their class for whom English is an additional language.
  - Incorporating principles of equality and diversity into all aspects of their work.
- 4. Parents/Carers are responsible for:**
- Knowing and following the Academy's Equality of Opportunity Policy and Equality and Diversity Policy. They are expected to support the Academy in implementing the policy.

## **Monitoring**

### **Race Equality Policy Review**

1. Attainment outcomes for all students. We recognise that relative under-attainment by ethnicity can signal institutional racism, as defined by MacPherson.
2. Outcomes of recording and reporting data on racist incidents.
3. Publication of monitoring and outcomes arrangements. Accessibility of publications and involvement of parents.
4. Curriculum development.

### **Racist Incidents**

Forms of racist incident can include:

- Physical assault, including jostling, physical intimidation, punching/kicking and other physical contact which may include use of a weapon.
- Verbal abuse, insults or racist jokes, including racist comments/statements/jokes.
- Provocative behaviour, including inciting others to behave in a threatening/racist way, abuse of personal property, vicious threatening behaviour, racist propaganda, bringing racist literature in the Academy, racist graffiti, wearing racist insignia.

- Alienation/refusal to co-operate or work with a student of a different ethnic origin, including refusal to sit next to, talk, work with, and help others, parent objections.
- Cyber-bullying via emailing, mobile phone, video clips, etc.

**Racist Incidents can involve:**

- Student to student
- Student to Academy staff
- Incidents outside the Academy premises involving students
- Staff member to student
- Staff member to parent
- Parent to staff member
- Parent to parent on the Academy premises
- Student/Parent to member of the Board of Directors
- Incidents involving outside contractors on the Academy premises
- Public to students

**Guidance to be followed when an incident has occurred**

**Adult in charge (this will often be the Deputy Principal – Senior Deputy Principal) will:**

- Never ignore a suspected or alleged incident.
- Not make assumptions.
- Interview informant and make initial factual record of the incident.
- Inform the class teacher including both victim and perpetrator.
- Report to Deputy Principal and record incident.
- Inform parents/carers or ensure they are informed.
- Consider whether the police need to be contacted and whether there is a need to use Child Protection procedures.
- Provide support for the victim.
- Ensure allegations are investigated unless the police are starting a criminal investigation or child protection procedures are initiated.
- Deal effectively with the perpetrator in line with the Academy's Behaviour Policy and provide support where necessary.
- Ensure the racist incident report is completed.
- Follow-up shortly after action and review at a later date to check that there has been no further racist incident.

**The victim should be:**

- Assured s/he will receive support and action will be prompt.
- Encouraged to tell the perpetrator the behaviour is unwelcome.

**Other students should:**

- Show sympathy to the victim.
- Seek help from an adult in charge.
- Seek help from an alternative adult until appropriate help is given.
- Raise issues, incidents in their own forums, e.g. Student Voice.

## **Preventative Measures**

The Action Plan will include some of the following:

1. Review of Race Equality Policy
2. Review of Academy Behaviour Policy
3. Review of Academy Policy on Equality of Opportunity Policy (Reflecting Disability and Gender Equality Scheme).
4. Following a report racist incident **and/or** race-related events or activity in the media or community, consider any implications for Academy policies and practice.
5. All staff and students to adopt a shared responsibility towards ensuring that students' standards of behaviour are acceptable – being vigilant at all times whilst moving in or around the Academy.
6. PSHE/Circle time activities to include delivery of skills and strategies to recognise, prevent and overcome racist behaviour.
7. Use of posters and educational resources where available to promote positive role models for all cultures.
8. All forms of racist material/literature/insignia/graffiti to be removed immediately from the Academy.

### **This Policy should be read alongside:**

- Equality of Opportunity Policy
- Community Cohesion Policy
- SEN Policy
- Equality and Diversity Policy
- Curriculum Policy
- DDA
- Disability and Accessibility Policy