



POLICY DOCUMENT FRONTPAGE

POLICY NAME: Race Equality Policy

DATE ADOPTED: September 2018

DATE GOVERNORS AGREED POLICY: September 2018

REVIEW PERIOD: 3 years

REVIEW RECORD: Next review date September 2021



RACE EQUALITY POLICY

1. Introduction

The Alec Hunter Academy is committed to complying with the Race Relations (Amendment) Act 2000, the 2010 Equality Act and all regulations and statutory codes of practice now or in the future relating to this legislation. This policy applies to everyone connected with the school and all aspects of school life so as to:

- Promote racial equality
- Promote good race relations
- Eliminate unlawful racial discrimination

This policy and its procedures will be easily accessible and well publicised.

2. Aims and Values

The school will tackle racial discrimination and promote race equality and good race relations as a part of its overall development and this will include the following: -

- Student progress, attainment and assessment
- Behaviour and discipline (including exclusions)
- Students personal development and pastoral care
- Curriculum teaching and learning (including language and cultural needs)
- Admissions and attendance

3. Responsibilities

- The Governing Body will ensure that the school complies with the legislation and that this policy and its related procedures are implemented.
- The Headteacher will implement this policy and its related procedures ensuring that all staff are aware of their responsibilities
- All staff must deal with race incidents knowing how to identify and challenge racial bias and stereotyping. All staff will promote racial equality and good race relations and will not discriminate on racial grounds. All staff will undertake appropriate training.
- Visitors and contractors should where appropriate be made aware of this policy.

4. Breaches of the Policy

All persons who do not comply with this policy may be liable to disciplinary action and/or a complaint being dealt with under the Complaints Policy of the school. Complaints will be treated with discretion and confidence wherever possible but anonymity cannot be guaranteed. Any concern relating to this policy should be raised with the Headteacher.

5. Policy Planning and Review

The Headteacher/Designated Member of the Leadership Group oversees the procedures necessary for the assessment and monitoring of the impact of this policy on students, parents, staff and the community and in particular its impact on the attainment levels of students.

6. Procedures for Racial Incidents

A **racist incident** is any **incident**, which is perceived to be **racist** by the victim or any other person. An **incident** can still be a **racist incident** even though no crime has been committed.

- Any racist incident involving any member of the school community must be reported and recorded.
- A racist incident should be recorded, including action taken, on an incident report form and sent through the usual channels.
- The victims and their parents should be contacted and reassured of the policy and action following the incident. Counselling should be offered.
- All students are warned through a Headteacher's assembly of the seriousness of making racial comments or gestures and informed of the school policy.

A response to a racist incident should be made as per the scale below:

1st time:

Headteacher's warning, parental contact made through the Pastoral Leader, copy of policy given to parents and appropriate assignment set to help the student understand the seriousness of the offence.

2nd time:

One day internal isolation, parental meeting with a member of the Leadership Group, copy of policy given to parents, appropriate assignment set.

3rd time:

One-three day exclusion and meeting a school Governor.

4th time:

Five days exclusion, possible permanent exclusion, Governors disciplinary hearing.