



University Academy Keighley

Race Equality Policy

'Inspiring Education in the Bradford District'

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1.0 Roles and Responsibilities

- 1.0 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 Assistant Principal – Care, Guidance and Support.

2.0 Suggested Audience:

All Staff

3.0 Related policies

- 3.1 This policy is part of a suite of policies which should also be referred to:

Anti-bullying policy
Equal opportunities for students
Mentoring and guidance of students
Citizenship Programme of Study

4.0 University Academy Keighley Mission Statement:

‘Inspiring Education in the Bradford District’

5.0 Aim

- 5.1 The Academy is committed to ensuring racial equality for all its students, teachers/staff, 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.
- 5.2 Our Academy aims to promote the spiritual, moral, cultural, social, mental and physical development of all our students and prepare them for the opportunities, responsibilities and experiences of later life.
- 5.3 We already consider this part of our role, 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 all schools and academies play a full part in promoting community cohesion and ensuring there is racial equality.
- 5.4 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 the

schools 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; and
- promote good relations between people of different racial and ethnic groups.

5.5 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.

5.6 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, comments written on face book or any other similar web site or on email, 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 unacceptable in the Academy.

6.0 The Academy principles

- Encouraging respect for the needs and feeling of others.
- Creating a safe and supportive environment in which all students within the Academy are encouraged to develop to their maximum potential.
- Every student 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 student 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/carers 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 students to maintain links with their own culture, while at the same time appreciating and gaining a better understanding of cultural diversity.
- Racial discrimination and stereotyping is to be challenged, and students should be taught how to recognise bias.

7.0 In support of the Academy principles

- 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 parent/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 that the 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 consistently to students 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 Academies race equality policy.

7.1 The Principal and Academy Trust Board will ensure that the policy and its procedures are compliant with race relations legislation, are implemented and that 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 students who have discriminated racially.

- 7.2 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. Trust Board members 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.

8.0 Recording incidences of racism

- 8.1 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 investigated;
- 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 departmental review;
- report to the Trust Board 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.

9.0 Procedures subsequent to a report of a racist incident

- 9.1 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, build towards a better understanding of the impact of their actions.
- 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.

- A supervised meeting between the victim and the perpetrator will be arranged, only if the victim wishes, to discuss the incident and impact fully. An agreed action plan will be developed to deal with this incident.
- 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.

9.2 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.

10.0 Monitoring and Review

- 10.1 This policy will be monitored by the Assistant Principal – Care, Guidance and Support., to ensure its effectiveness through the Academy's self-review processes.
- 10.2 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.
- 10.3 This policy statement will continue to be discussed with students, parents/carers and staff and governors.
- 10.4 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/summary of the year's reported incidents presented for Governor's information.

11.0 Approval by the Governing Body and Review Date

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

Policy approved:

(Chair of Governing Body)

Date: _____

Date of Policy review: _____