



POLICY STATEMENT RACE EQUALITY

AIMS

Wymondham High Academy Trust will create an environment in which all students, staff and visitors are entitled to equal regard and to equality of opportunity irrespective of their race or ethnicity.

POLICY

The Academy is committed to safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment. It puts all students and staff at the heart of the learning process to provide a safe and secure environment, one where discrimination of any kind is not tolerated. It and addresses matters of personal safety and inclusion and helps children to achieve more.

OBJECTIVES

- To ensure that all students, staff and visitors understand that a racist incident is any incident that is perceived to be racist by the victim or any other person.
- To ensure that all students have the right to access culturally diverse learning opportunities.
- To ensure that the Academy delivers a curriculum, that promotes cultural diversity and prevents racism.
- To ensure that the Academy is proactive in promoting race equality.
- To ensure that all the Academy effectively challenges attitudes that reflect ignorance which lies at the route of prejudice and racism.

IMPLEMENTATION

- The Assistant Principal, Staff and Student Learning, will be responsible for communicating the implications of the Race Equality Policy to all students, staff and visitors.
- All staff will be fully aware of the implications of the Race Equality Policy and will recognise their duty to implement it.
- The Academy Brochure and Home Academy Agreements will include a declaration of the Academy's anti-racist intent.
- All students, staff, parents and visitors will be encouraged to report any racist incident to the Assistant Principal, Staff and Student Learning, who will ensure that any records and reports are correctly administered and maintained and reported to the Governing Body and Children's Services.

MONITORING

The Assistant Principal, Staff and Student Learning, will be responsible for monitoring the implementation of the Race Equality Policy and reporting to the Principal and Governing Body.

The governor with the delegated authority of the Governing Body, will be responsible for monitoring records of racist incidents and reporting the effectiveness of the policy to the Governing Body.

REVIEW

This policy is to be reviewed every three years by the Assistant Principal, Staff and Student Learning and governors.

Confirmed by: **The Governing Body of Wymondham High Academy Trust**

Signature of Chair: Dated:
Learning Teaching and Curriculum Committee

PROCEDURE

The Academy's response to racist incidents will be tackled on three fronts:

1. Dealing with the perpetrator(s).
2. Aiding and supporting the victim(s)
3. Responding to the impact of the incident upon the school population as a whole.

Assistant Principal, Staff and Student Learning, will be responsible for:

- co-ordinating support from Children's Services and other agencies where appropriate
- ensuring that records and reports are correctly administrated and maintained
- co-ordinating review and feedback from other staff and pupils
- communicating the implications of the policy to students, parents, staff, governors, and the local community

1. Dealing with the perpetrator(s)

- 1.1 The perpetrator of any racist incident will have the implications of their actions firmly explained to them by the Assistant Principal, Staff and Student Learning, and a suitable course of action will be given in line with the School's disciplinary policies for both staff and students.
- 1.2 Depending on the severity of the incident it may be deemed appropriate to involve parents of students.
- 1.3 It needs to be explained that all racist incidents will be recorded in personal files.
- 1.4 In very serious cases or in the case of repeated incidents by the same person, it may be necessary to use the Academy's exclusion procedures.
- 1.5 The Academy may, in very extreme cases, deem it necessary to involve the police. However it is envisaged that these cases will be extremely rare.

2. Aiding and supporting the victim(s)

- 2.1 The Academy sees this as a very important aspect of our Race Equality Policy.
- 2.2 Staff need to reinforce the Academy's attitude to racist behaviour to the Victim (s) and allow the victim(s) to express their own concerns and feelings.
- 2.3 Staff need to explain the actions the Academy will take in dealing with the perpetrator.
- 2.4 Both parties should be brought together to discuss the incident (unless this is felt to be detrimental) in a supervised low-key fashion.
- 2.5 In some cases it may be useful to involve parents by discussing the matter with them and explaining the actions of the Academy, where racism is persistent.

3. Responding to the possible impact on the Academy

- 3.1 The Academy is committed to including, as part of the multi-cultural curriculum, strategies that educate students to develop anti-racist beliefs and attitudes.
- 3.2 The strategy for disseminating the Academy's ethos in this area includes coverage in assemblies, INSET, tutorial programmes, PSHE and all curriculum areas.
- 3.3 Reference to the Race Equality Policy will be included in the Academy Brochure issued to all new parents, thereby staff, students and parents will be aware of it.

DEFINITION

The Academy will use the following definition of a racist incident, provided by the MacPherson Report:
 "A racist incident is any incident which is perceived to be racist by the victim or any other person".

RECORDING AND REPORTING

The Academy has adopted the Children's Services recommended format for recording racist incidents. Anyone witnessing a racist incident should report it to the appropriate Head of House, or Assistant Principal, Staff and Student Learning, or the Principal, who will ensure that the appropriate recording and reporting formalities are completed, following the procedures, guidance and forms held by the Academy.

Record of Racist Incident

<p>RECORD OF RACIST INCIDENT – To be retained in school</p> <p>Date of incident:</p>	
<p>1. Victim(s):</p> <p>Perpetrator(s):</p> <p>Incident Reported by:</p>	
<p>2. About the victim:</p> <p>Ethnic group: SEND <input type="checkbox"/></p> <p>Gender: FSM <input type="checkbox"/></p> <p>NC Year group*: LAC <input type="checkbox"/></p> <p style="margin-left: 150px;">CP <input type="checkbox"/></p> <p><small>*Enter figure or S for staff member, P for parent, A for other adult</small></p>	<p>3. About the perpetrator:</p> <p>Ethnic group: SEND <input type="checkbox"/></p> <p>Gender: FSM <input type="checkbox"/></p> <p>NC Year group*: LAC <input type="checkbox"/></p> <p style="margin-left: 150px;">CP <input type="checkbox"/></p> <p><small>*Enter figure or S for staff member, P for parent, A for other adult</small></p>
<p>4. Description of incident:</p>	
<p>5. Action taken:</p>	
<p>6. Incident dealt with by:</p> <p>Monitored by:</p> <p>Reported to parents: <input type="checkbox"/></p> <p>Reported to governors: <input type="checkbox"/></p>	<p>Date:</p> <p>Date:</p> <p>Date:</p> <p>Date:</p>