

**Enjoying life in all its fullness by
achieving your personal best!**



THE HEREFORD ACADEMY

RACE EQUALITY AND EQUAL OPPORTUNITIES POLICY

As educators, we uphold the principle of equality of opportunity for all irrespective of race, gender, physical ability or beliefs. It is increasingly recognised that equality of opportunity helps young people attain their potential and gives them greater scope for future choices. With this in mind we ask that the following Code of Practice be adopted by everyone who works, attends or visits the Academy

1 Introduction

1.1 The Academy is committed to promoting equality of opportunity and good race relations for the benefit of everyone. The Governing Body and staff recognise their responsibilities in preparing young people for life in our culturally diverse society. They also recognise the opportunity to demonstrate that commitment both as a community resources provider and as a local employer.

2 Aims

- 2.1 The Governing Body of the Academy aims to support the creation of an environment that will:
- i promote equality of opportunity;
 - ii promote good relations between members of different racial, cultural and religious groups and communities; and
 - iii challenge racial discrimination aiming to eliminate unlawful discrimination.

3 The Governing Body's Commitment

3.1 The commitment to race equality must be evident in all areas of Academy life. However, that commitment is specifically made by the Governing Body in relation to:

- i Attainment and progress
- ii Teaching and learning
- iii Content of the curriculum
- iv Personal development and pastoral care
- v Behaviour, discipline and exclusion
- vi Admissions and attendance
- vii Staff recruitment and professional development
- viii Staff opportunities and treatment at work
- ix Partnerships with parents
- x Community use of Academy resources, including celebration of cultural and religious festivals in assemblies and community days.

(In this policy statement, “parents” means all those having a parental responsibility for a child.)

- 3.2 The Governing Body and its Committees will pay due regard to this commitment in determining the policies of the Academy and in the performance of their duties.

4 Guiding Principles

- 4.1 The Academy is guided by three essential principles:

- i every student should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education;
- ii every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities; and
- iii every student should develop the knowledge, understanding and skills that they need in order to participate in our multi-ethnic society, and in the wider context of an inter-dependent world.

5 Staff Responsibilities

- 5.1 The Governing Body expect all staff:

- i to deal with and report any racist incidents that might occur; by reporting to the relevant Student Learning Officer for the students’ year group who will consult with Vice Principal about further action and

complete a Race Regulations Investigation sheet in line with Herefordshire Councils' Comprehensive Equality Policy 2007-2010.

- ii to know how to identify and challenge racial and cultural bias and stereotyping;
- iii to support students in their class for whom English is an additional language; and to ensure Communication is accessible to all students and parents; and
- iv to incorporate principles of equality and diversity in all aspects of their work.

Examples of Racist Incidents

- Derogatory name calling, insults and racist jokes.
- Verbal abuse and threats.
- Racist graffiti.
- Provocative behaviour such as wearing racist badges or insignia.
- Racist comments in the course of discussions.

5.2 Behaviour or action against the spirit or the letter of the aims on which this policy is based will be considered a serious disciplinary matter and may lead to dismissal.

6 Monitoring, Evaluation and Review

6.1 The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.

6.2 Member of staff responsible for monitoring this policy is:

Mrs S Kowal, Vice Principal Community

Useful resources

Commission for Racial Equality Code of Practice for England and Wales

<http://www.equalityhumanrights.com>

References

- *The Academy's Equal Opportunities for staff and for Students*
- *Race Relations (Amendment) Act 2000*
- *Code of Practice on the duty to Promote Racial Equality (2001)*
- *Preparing a Race Equality Policy for schools, commission for Racial Equality (2002)*
- *The future of Multi-Ethnic Britain (The Parekh Report), 1999*

Forms for recording incidents of Racial Harassment

APPENDIX A

RACIAL HARASSMENT INVESTIGATION FORM

Please use this for investigating an alleged incident but **do not** return the form to the LEA.

APPENDIX B

RACIAL HARASSMENT RECORDING FORM

Please use this form when an investigation has adjudged that the incident of Racial Harassment did take place.

A copy of this form must be signed by the Headteacher or other appropriate member of staff and **returned to:**

The Manager of Pupil, School and Parent Support

Education Directorate

P.O. Box 185

Hereford HR4 9ZR,

Tel: 01432 260816 Fax: 01432 260808

It is suggested that copies of the Recording Form are kept in pupils' records and referenced on a central, school-held database. The LEA will also maintain a central record.

Appendix A

| RACIAL HARASSMENT INVESTIGATION FORM To be used for alleged incidents of racial harassment (Do <u>not</u> send copy to LEA) | | | |
|---|----------------------|---|----------------------|
| Name of school | | Date of alleged incident | |
| Name of victim | | Name of perpetrator | |
| Age | Class | Year | |
| | | | |
| | | | |
| Female/Male <i>please circle</i> | Ethnic Background | Female/Male <i>please circle</i> | Ethnic Background |
| Type of Alleged Incident | | <i>Select as appropriate and circle</i> | |
| <ul style="list-style-type: none"> • Physical abuse, jostling • Physical abuse punching/kicking • Verbal abuse • Graffiti • Offensive badges • Abuse of personal property | | <ul style="list-style-type: none"> • Offensive gestures • Offensive literature/materials • Refusal to co-operate with other pupils/students/staff • Incitement to carry out one of these • Other | |
| Details of Alleged Incident (including views of those involved and events leading up to incident). Continue overleaf if necessary. | | | |
| Staff/parent/carer/relation reporting | | Signed | |
| Details of investigation (to be recorded by the Co-ordinator responsible for dealing with incidents of Racial Harassment). Continue overleaf if necessary. | | | |

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| | | | | | |
|--|-------------------------------|--|--------------------------------|-------------------------------|--|
| Signed by Co-ordinator | | | Date | | |
| Has the alleged victim/perpetrator been a victim/perpetrator before? | | | | | |
| Victim | | | Perpetrator | | |
| Yes } No } Don't Know } | Yes } No } Don't Know } | | Yes } No } Don't Know } | Yes } No } Don't Know } | |
| Number of previous incidents } | | | Number of previous incidents } | | |

NB: GYPSY AND IRISH TRAVELLERS ARE RECOGNISED WITHIN THE RACE RELATIONS ACT AS AN ETHNIC MINORITY

Appendix B

| RACIAL HARASSMENT RECORDING FORM To be used for confirmed incidents of racial harassment Please send a copy to Manager of Pupil, School and Parent Support, Fax 01432 260808 | | | |
|--|----------------------|--|----------------------|
| Name of school | | Date of incident | |
| Name of victim | | Name of perpetrator | |
| Age | Class | Year | |
| | | | |
| Female/Male <i>please circle</i> | Ethnic Background | Female/Male <i>please circle</i> | Ethnic Background |
| Type of Incident <ul style="list-style-type: none"> • Physical abuse, jostling • Physical abuse punching/kicking • Verbal abuse • Graffiti • Offensive badges • Abuse of personal property | | <i>Select as appropriate and circle</i> <ul style="list-style-type: none"> • Offensive gestures • Offensive literature/materials • Refusal to co-operate with other pupils/students/staff • Incitement to carry out one of these • Other | |
| Details of Incident (including views of those involved and events leading up to incident). Continue overleaf if necessary. | | | |
| Staff/parent/carer/relation reporting | | Signed | |
| Action taken by Reportee with Victim | | Action taken by Reportee with Perpetrator | |

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|---|-------------|---------------|--------------------------------|--|--------------------|--|--|-------------------------|-------|------|--------------|--|--|--------------------------------|--|--|--------------------------------|--|--|
| Further action taken by senior management/class teacher | | | | | | | | | | | | | | | | | | | |
| Victim | Perpetrator | | | | | | | | | | | | | | | | | | |
| Parental Involvement | | | | | | | | | | | | | | | | | | | |
| Victim | Perpetrator | | | | | | | | | | | | | | | | | | |
| Signed by Co-ordinator | Date | | | | | | | | | | | | | | | | | | |
| Has the alleged victim/perpetrator been a victim/perpetrator before? | | | | | | | | | | | | | | | | | | | |
| <table border="0"> <tr> <td colspan="3">Victim</td> <td colspan="3">Perpetrator</td> </tr> <tr> <td>Yes } No } Don't Know }</td> <td>Yes }</td> <td>No }</td> <td>Don't Know }</td> <td></td> <td></td> </tr> <tr> <td colspan="3">Number of previous incidents }</td> <td colspan="3">Number of previous incidents }</td> </tr> </table> | | Victim | | | Perpetrator | | | Yes } No } Don't Know } | Yes } | No } | Don't Know } | | | Number of previous incidents } | | | Number of previous incidents } | | |
| Victim | | | Perpetrator | | | | | | | | | | | | | | | | |
| Yes } No } Don't Know } | Yes } | No } | Don't Know } | | | | | | | | | | | | | | | | |
| Number of previous incidents } | | | Number of previous incidents } | | | | | | | | | | | | | | | | |

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