



POLICY DOCUMENT FRONTPAGE

Race Equality Policy

CURRENT POLICY

APPROVED BY ALEC HUNTER LOCAL GOVERNING BODY

**THIS POLICY IS REGULARLY REVIEWED
FOLLOWING RECOMMENDED GUIDELINES**



RACE EQUALITY POLICY

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.

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

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.

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.

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.

Procedures for Racial incidents

A racial 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 incident involving any member of the school community must be reported and recorded.
- An incident should be recorded, including action taken, on an incident report form and sent through to the usual channels.
- The victims and their parents should be contacted and reassured of the policy and action following the incident.

- All students are warned through an assembly of the seriousness of making prejudicial and discriminatory comments, gesture or actions and informed of the school policy.
- All such behaviour will also be considered in conjunction with our Anti-Bullying and Safeguarding Policies.

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

1 st time:	Headteacher's/Leadership Group warning with an educational talk to help the student understand the seriousness of the incident; Parents/Carers informed.
2 nd time:	Headteacher's warning or Internal Exclusion depending on the circumstances of the previous incident and the current incident. Parents/Carers informed. An educational talk with a Police Officer may be organised.
3 rd time:	Internal Exclusion or a suspension depending on the circumstances of the previous incident and the current incident. Parents/Carers informed. If a student is suspended, a readmission meeting will also take place and a Governor may be present. An educational talk with a Police Officer may be organised.
4 th time:	Suspension or Permanent Exclusion depending on the circumstances of the previous incident and the current incident. Parents/Carers informed. If a student is suspended, a readmission meeting will also take place and a Governor may be present and the student may be given a final Governors' warning.

Monitoring and evaluation

- The impact of this policy will be reviewed annually by the Leadership Group.
- The school will consider and implement any appropriate action to address any issues that may be identified as a result of the monitoring process.
- This policy will be supported by appropriate training where required.