



# KING JAMES I ACADEMY

## Race Equality Policy

Date adopted by Governors: September 2016

Date of Next Review: September 2017

## **Race Equality Policy**

### **1. What is this Policy about?**

- 1.1 King James I Academy considers every person to be of value, irrespective of age, disability, gender, sexual orientation, nationality, race, religion, status or socio-economic background.

### **2. The definition of RACISM**

- 2.1 Racism is defined as conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as in its more overt form.

### **3. Examples of Racist Incidents**

- 3.1 The following are examples of racist incidents, which may involve pupils:
- 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
  - Ridicule of an individual's cultural differences, e.g. food, music, dress, religion, language etc.
  - Bringing racist materials such as leaflets, comics or magazines into the Academy
  - Attempts to recruit other pupils and students into racist organisations
  - Physical assault which is racially motivated
  - Damage caused to a person's property which is racially motivated
  - Incitement of others to behave in a racist way
  - Refusal to co-operate with other people because of their ethnic origin

### **4. Policy Statement**

- 4.1 This policy sets out our commitment to tackle racial discrimination whether direct or indirect, individual or institutional and promoting equality of opportunity and good race relations across all areas of school activities, including our dealings with parents and the community.
- 4.2 At King James I Academy we will continuously strive to ensure that everyone in our school is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, age, sexuality or disability.
- 4.3 The Academy is committed to promoting good race relations between persons of different racial groups and avoiding racial discrimination, whether direct or indirect. The school will actively promote race equality, oppose racism in all its forms and foster positive attitudes, respect, equality and partnership as we work with pupils, parents and the wider community.

## **5. The Aims of this Policy**

- To raise awareness, tolerance and understanding of others' beliefs and cultures through the curriculum.
- To ensure all members of the Academy community feel secure in the knowledge that racism will not be tolerated.
- To maintain a climate in the Academy where students feel confident that they can confide in a member of staff and that the allegations will be taken seriously and fully investigated.
- To have agreed procedures for all staff for the investigation and recording of suspected incidents of racism which are consistent throughout the Academy?
- To have strategies to help and support both the victim and the perpetrator.

## **6. Dealing with Incidents of Racism**

6.1 The following steps are to be taken by the Academy when dealing with incidents:

- Any incident/allegation will be dealt with immediately by the member of staff who has been approached, using the consequences set out in the behaviour policy.
- If racism is suspected or reported, a clear account of the details will be recorded by that member of staff and given to the head teacher or assistant head teacher.
- A meeting will take place between the class teacher and the head teacher or assistant head teacher and a plan of action will be agreed and appropriate records are kept.
- Measures will be used as appropriate and in consultation with all parties concerned, in line with the Academy behaviour policy and the LA's policy for reporting racist incidents.
- All incidents are to be recorded on the Racist incident form.

6.2 Pupils who have been victims of racism will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- Restoring self-esteem and confidence.

6.3 Pupils who have been racist will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

6.4 Staff who have been victims of racism will be supported by:

- offering an immediate opportunity to discuss the experience with the head teacher or assistant head teacher
- offering continuous support

## **7. The Role of Staff**

7.1 The Academy's teaching and ancillary staff must be alert to signs of racism, and should be seen to act promptly and firmly against it in accordance with this policy.

- Governing body - The governors are responsible for:
  - making sure that the school complies with the Race Relations Act 1976, as amended by the 2000 Act; and
  - Making sure that the Race Equality Policy and its procedures are followed.
  
- Head Teacher - The Head Teacher is responsible for:
  - making sure that the Race Equality Policy is readily available and that governors, staff, pupils, parents and carers know about it;
  - making sure that the Race Equality Policy and its procedures are followed in school and during school activities outside of school;
  - producing, annually, information for staff and governors about the policy and how it is working;
  - ensuring that staff receive training on the policy, if necessary;
  - making sure that all staff know their responsibilities (see below) and receive training and support in carrying out these responsibilities; and
  - Taking appropriate action/ensuring that staff take appropriate action in cases of racial harassment and racial discrimination.
  
- All staff - All staff are responsible for:
  - dealing with racist incidents
  - reporting, in accordance with this policy , incidents of racism;
  - recognising and tackling racial bias and stereotyping;
  - promoting equal opportunities and good race relations and avoiding discrimination against anyone for reasons of race, colour, nationality, ethnic or national origins;
  - taking up training and learning opportunities, both in school and out of school, on discrimination; and
  - Delivering an inclusive curriculum within which all ethnic groups can feel valued and within which inequalities are addressed.

## **8. Links with other Academy Policies**

8.1 The policy should be reviewed annually in relation to the aims and content of other Academy policies such as:

- Anti-bullying Policy
- PSHCE Policy
- Assessment Policy
- SEN Policy
- Recruitment and Selection Policy

## **9. Monitoring and Assessing Policy Impact**

- 9.1 The Academy has in place arrangements to monitor, by reference to different racial groups, the recruitment and selection of members of staff, the admission and progress of pupils.
- 9.2 In addition to the monitoring and assessment arrangements already in place, the Academy is setting in place procedures to ensure that additional monitoring is undertaken as necessary to ensure that the School is able to identify possible improvements in its practices.
- 9.3 Through supervision of staff, consultation with parents and local community the school will assess the impact of its race equality policy and other policies on pupils, staff and parents from different ethnic groups.
- 9.4 The school will also assess whether the policies have, or could have, an adverse impact on the attainment levels of pupils from different racial groups. The school will assess the effectiveness of its other policies through the existing arrangements for developing and reviewing school policies.