

# **SWINDON ACADEMY STAFF POLICIES**

## **Racial Equality Policy (L14)**

**(This policy should be read in conjunction with other policies contained in the Academy handbook, particularly the vision for the Academy, the Equal Opportunities Policy, the Anti-Bullying Policy and the Behaviour for Learning Policy, all of which form the Academy's Inclusion Policy. Staff refers to both teaching and non-teaching staff)**

Racism will not be tolerated at Swindon Academy. We will not accept any racist remarks, actions or harassment (intentional or unintentional).

We are committed to achieving the aim of the Academy where all pupils, regardless of their cultural, religious or racial background, learn to enjoy working hard to achieve their potential.

We are aware of the changing nature of culture and of the need for ongoing review and evaluation of this policy in order to maintain its relevance and effectiveness.

We recognise that language is a powerful medium through which attitudes, both positive and negative, can be displayed. We are committed to ensuring that language is used to demonstrate respect to, and to celebrate, all cultures. We are aware that the use of certain language is offensive. Such language will not be tolerated and will be challenged if it is heard.

### **Roles and Responsibilities**

The Principal is responsible for all aspects of the management of this policy and ensuring that reliable systems are in place for recording all relevant information about any racist incidents. Additionally, the Principal will report any major racist incident to the Local Governing Body (LGB) and to the Chief Executive.

The Principal, together with the LGB, is responsible for ensuring that appropriate training is provided for staff in order that they understand and can implement this policy effectively.

The Principal is responsible for undertaking the systematic monitoring and review of procedures put in place to implement this policy and reporting to the LGB.

The Senior Leadership Team are responsible for the recording of racist incidents in a brief and precise format, together with relevant and signed witness statements. These will be archived for 10 years.

### **Curriculum**

We will ensure that the contributions of world cultures are included and acknowledged in:

- the planning and teaching of all curriculum subjects;
- resources and Academy displays;

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- extra curricular activities.

Through the curriculum, assemblies, resources and displays we will raise awareness of the unfairness and injustice of stereotyping.

All pupils will be given access to the best levels of achievement. Resources, which are inclusive of a variety of cultures, will be used to support teaching and learning.

The Academy is committed to equalities training and development.

## **Racial Bullying**

We will not tolerate any form of bullying. If it does occur it will be challenged and addressed. All members of staff will enforce the anti-bullying policy fairly and consistently.

## **Behaviour**

We are an inclusive Academy and are committed to promoting high levels of acceptable group and individual behaviour. This is achieved through the promotion of the vision of the Academy and through the adherence to the Academy's Behaviour for Learning Policy. All members of the Academy community will be informed of the Academy's expectations.

We are also committed to minimising all Academy exclusions by implementing agreed strategies and procedures outlined through the Academy's policies.

## **Racist Incidents**

A racist incident must be reported immediately.

A racist incident is defined as a comment and/or action which is perceived to be racist by the victim or any other person. Any racist incident will be dealt with immediately. The action taken must be recorded and monitored. The incident will be recorded on an incident form. Once the incident has been dealt with the relevant Head of Learning will pass the information to the Associate Principal for monitoring purposes.

## **Pupils**

Pupils who exhibit racism will be dealt with in the following ways, depending upon the seriousness of the incident:

- They may be involved in a discussion with a teacher;
- They may be set a detention;
- They may have a letter sent home;

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- They may be placed on report;
- They may be excluded.

The behaviour that was racist will be defined and it will be explained to them why such behaviour is unacceptable. When racism occurs as a result of ignorance rather than a deliberate desire to offend it will be addressed through individual or group discussions. Staff should also ensure that bystanders and witnesses understand what has happened and why racist behaviour is unacceptable.

It is important that participants in any discussion clearly understand what has been discussed and the implications of racist behaviour. If there is a repeat of the racism after this discussion, stronger action will be taken. Parents of the perpetrators of racism will be informed.

If the incident is considered extremely serious and/or the teacher does not feel confident to deal with it him/herself it should be passed immediately to a senior member of staff.

A victim of racism should feel supported and all reported incidents should be investigated thoroughly and sensitively. The victim should know what action is being taken. It may also be appropriate to inform their parents.

Any racist literature or materials will be removed immediately upon discovery and taken to a senior member of staff. The reason for their removal should be explained. Racist graffiti or slogans will be removed immediately.

## **Staff**

Any member of staff who is the victim of racism from a pupil must report the incident, via an incident form, to either their Curriculum Leader or to the relevant Head of Learning . If the racism comes from a parent, the member of staff must report it, again via an incident form, to a senior member of staff who will investigate and take the appropriate action. This will involve a letter being sent to the parent concerned and action being taken to prevent that parent from coming onto the Academy site until the matter is resolved.

Staff who are proven to be racist will be dealt with according to the discipline procedures outlined within the staff handbook.

## **Parents and Visitors**

If a parent believes that a member of staff has been racist towards their son/daughter they should contact their son/daughter's Head of Learning immediately who will investigate, in consultation with a member of the Senior Leadership Team. If racism has occurred it will be referred to the Principal. If a parent is unhappy with the outcome of an investigation they should put their concerns in writing to either the Principal or the Vice Principals.

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Any visitor to the Academy, including parents, who suffers racism should report the incident immediately to the member of staff that they are visiting. This member of staff should then refer the matter to a member of the Senior Leadership Team.

## **Recording and Monitoring**

All racist incidents will be recorded using an incident form. These will be monitored for pattern and frequency with a view to informing future action.

Resources will also be monitored for suitability and appropriateness with reference to issues relating to race and cultural diversity.

Exclusion and behaviour data will be monitored closely and issues that arise from this monitoring will be addressed.