

Race Equality Policy

Implementation: April 2009

Review: April 2011

1 Introduction

- 1.1 The Academy is committed to promoting equality of opportunity and good race relations for the benefit of everyone. The Oasis Community Learning Board and Academy Council and staff recognise their responsibilities in preparing young people for life in a culturally diverse society. They also recognise the opportunity to demonstrate that commitment both as a community resources provider and as a local employer.
- 1.2 The Academy has a responsibility as a public body to maintain and implement policies designed to promote racial equality.

2 Aims

- 2.1 The Academy and Academy Council aim to create and maintain an environment that will:
- Promote equality of opportunity;
 - Promote good relations between members of different racial, cultural and religious groups and communities; and
 - Challenge racial discrimination with a view to eliminating unlawful discrimination
- 2.2 The aims of this policy are to:
- set out Oasis Community Learning's and the Academy's ethos, vision and values;
 - emphasise the Oasis Community Learning and Academy Council commitment to equal opportunities;
 - provide information on the Academy's arrangements for the promotion of Racial Equality;
 - establish a timescale for the assessment of the impact of policies and procedures;
 - arrange that the results of consultation and impact assessment are reported to the Academy Council and Oasis Community Learning; and
 - ensure that staff are involved in the development of the Policy.

3 The Academy Ethos, Vision and Values

- 3.1 This Academy is committed to ensuring equal treatment of all its employees, students and any others involved in the Academy community, regardless of race. The Academy will ensure that no-one is treated less favourably in any procedures, practices or aspects of service delivery.
- 3.2 The Academy will not tolerate harassment of people based on their race.
- 3.3 This policy should be read alongside the Academy's other equal opportunity policies.

4 Commitment to Equal Opportunities

4.1 The commitment to racial equality must be evident in all areas of Academy life. However, that commitment is specifically made by Oasis Community Learning and the Academy Council in relation to:

- Attainment and progress;
- Learning and teaching;
- Content of the curriculum;
- Personal development and pastoral care;
- Behaviour, discipline and exclusion;
- Admissions and attendance;
- Staff recruitment and professional development;
- Staff opportunities and treatment at work;
- Resources and services for the community;
- Partnerships with parents

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

4.2 The Oasis Community Learning Board will pay due regard to this commitment in determining the policies of the Academy and in the performance of their duties.

5 Commitment to Staff Equal Opportunities

5.1 Oasis Community Learning’s policy is that the Academy Council will ensure that the requirement to promote racial equality is clearly reflected in the Academy’s policies and procedures for the management of staff and in the equal opportunity policies that affect the staff relationship with students and others.

5.2 Racial aspects will be considered when managing staff issues, and particularly when:

- Recruiting Staff;
- Allocating teaching and learning responsibilities;
- Re-evaluating staff structures;
- Managing flexible working;
- Managing parental and carers leave;
- Managing pregnancy and return from maternity leave;
- Sexual and sexist harassment;
- Applying grievance, capability and disciplinary procedures;
- Managing Equal Pay
- Managing work based training opportunities

5.3 Bullying and harassment of staff will be monitored and the information used to determine future policies.

6 Commitment to Student Equal Opportunities

6.1 The Academy is guided by three essential principles:

- 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;
- 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

- 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.

6.2 These principals are guided by the Oasis Community Learning Ethos which demonstrates a commitment to model inclusion and compassion throughout all aspects of the life and culture of each Academy community. To view the full Ethos statement, see appendix 1.

6.3 These principles will underpin the Academy's curriculum, and all subject areas must have regard to them when constructing programmes of study.

7 Dealing with Racial Incidents

7.1 The Oasis Community Learning Board expect all staff:

- To deal with any racist incidents that might occur;
- To know how to identify and challenge racial and cultural bias and stereotyping;
- To support students in their class for whom English is an additional language; and
- To incorporate principles of equality and diversity in all aspects of their work.

7.2 Racist symbols, political symbols or other biased and/or offensive insignia are forbidden in the Academy. The display of such materials is regarded as discriminatory behaviour.

7.3 All racial incidents must be reported, using the 'Racist Incident form' (appendix 2), to the Academy's Equal Opportunities Officer (EOO) or a member of the Academy Leadership Team.

7.4 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 could lead to dismissal.

8 Promoting Racial Equality in the Curriculum

8.1 In addition to eliminating discrimination on racial grounds the Academy will develop and maintain policies and procedures for ensuring that equal opportunities are promoted in the curriculum and in teaching methods.

8.2 All subject programmes of study will contain material and methods that:

- Recognise that social and cultural factors will impact on how students view race, and this will affect how they engage with learning;
- Encourage classroom and staffroom discussion of racial issues which reflect on racial stereotypes, expectations and the impact on learning;
- Include teaching and classroom-based approaches appropriate for the whole Academy population.

9 Eliminating Harassment and Bullying

The Academy's Anti-Bullying policy includes guidance on how discrimination, bullying, harassment of all children, young people and adults will be dealt with equally.

10 Responsibilities

Promoting race equality and raising the achievement of minority ethnic students is the responsibility of the whole Academy staff, including support staff.

10.1 **Employer duties**

- Oasis Community Learning's policy is that the Academy Council will ensure that the requirement to promote racial equality is clearly reflected in the Academy's management of staff policies and procedures and in the equal opportunity policies that affect the students and others.
- Oasis Community Learning will ensure that account is taken of the equal opportunity principles and policies in the managing of staff and student issues.
- Oasis Community Learning will require its Academies to appoint an Equal Opportunities Officer (EOO)
- Oasis Community Learning will ensure that all Oasis Academies make and maintain equal opportunity policies.
- Oasis Community Learning will monitor the progress of its equal opportunities policies annually, and will review the policies at least every two years.

10.2 **The Academy Council**

- The Academy Council will assess and monitor the impact of this policy by reviewing the implementation of the Academy's policy annually, and will review the policy itself at least every two years.
- The Academy Council will report annually to Oasis Community Learning on the working of the policy.
- The Academy Council will receive a report from the Principal annually.
- One member of the Academy Council may act as designated Councillor for Equal Opportunities, which will include responsibility for liaising with the EOO on the Race Equality Duty.

10.3 **The Principal**

The Principal will demonstrate through personal leadership the importance of this policy, and will:

- ensure that procedures are in place to implement the policy;
- ensure that all staff are aware of the policy and understand their roles and responsibilities in relation to this policy;
- appoint an Equal Opportunities Officer (EOO), who is a senior member of staff in the Academy and will have the promotion of race equality as part of his/her job description. This person will have similar responsibilities for other areas of equal opportunities including disability and gender.
- monitor the work of the Academy's EOO;
- assess the impact of this policy through developing an action plan;
- liaise with parents; and
- make an annual report on the working of the policy to the Academy Council.

Where additional funding is available for raising the achievement of minority ethnic students, the Principal will ensure that the additional resources are used appropriately and targeted on the basis of identified needs for this purpose.

10.4 **The Equal Opportunities Officer (EOO)**

The Principal will appoint a senior member of staff to be responsible for equal opportunities policies. The EOO will be responsible to the Principal for:

- the implementation of the policies;
- liaison with Academy Councillors, staff, parents, and students over equal opportunity issues;
- liaison as appropriate to ensure that racial equality is promoted in the curriculum;

- keeping up-to-date with current thinking;
- collection of relevant information;
- attending appropriate courses and training sessions;
- training and support of Academy staff;
- ensuring that any racial incidents are appropriately dealt with, and outcomes recorded;
- advising the Principal on the development of the policy; and
- publicising the outcomes of the policy.

10.5 **Learning Directors**

Learning Directors will be responsible for:

- making, reviewing and monitoring curriculum policies in their own subject areas to ensure that race equality is being appropriately promoted in line with the Academy's policy;
- identifying training and support needs; and
- liaising with the EOO over equal opportunities issues.

10.6 **Teachers**

Teachers will familiarise themselves with this equal opportunities policy and know what their responsibilities are to ensure that the policy is implemented. They will know the implications of the policy for their planning, teaching and learning strategies as well as for behavioural issues.

10.7 **Support Staff**

All support staff must familiarise themselves with this policy and know what their responsibilities are in ensuring that it is implemented.

10.8 **Students**

Students will share in the development of the race equality policy and be made aware of how it applies to them. They will learn to treat each other with respect and be prepared to report incidents of a racial nature to a member of staff, or other adult as appropriate.

10.9 **Parents and members of the Community**

Parents and appropriate members of the community will be involved in the development and monitoring of the policy and any programmes generated by it under arrangements drawn up by the Principal, and agreed by the Academy Council.

The Academy Council and Academy's EOO will be expected to liaise with parents and appropriate members of the community in the development of the policy, and actions to promote racial harmony.

11 **Complaints Procedure**

Anyone in the Academy who feels that this policy is not being followed is entitled to raise the matter with the Principal.

Anyone outside the Academy who wishes to make a formal complaint must do so through the Academy's complaints procedure.

12 **Equal Opportunities**

In implementing each specific policy Oasis Community Learning and Academy staff will have regard to the other equal opportunity policies and legal requirements

12.1 Monitoring by race:

Data by race will be available to staff through the student tracking procedures.

12.2 Data by race will be used in the monitoring of the following:-

- Attainment
- Progress
- exclusions

This will apply to individuals, teaching groups, cohorts and the whole Academy.

13 Monitoring, Evaluation and Review

13.1 The Principal will report to the Academy Council on the working of the policy annually.

13.2 The Academy Council will review the working of the Academy's policy annually and will review the policy itself at least every two years and assess its implementation and effectiveness.

13.3 The policy will be promoted and implemented throughout the Academy.

13.4 The Academy Council will report to Oasis Community Learning annually on the implementation and working of the policy.

13.5 Oasis Community Learning will review the policy every two years and assess its implementation and effectiveness.

13.6 The Academy policy will be placed on the Academy website and brought to the attention of parents/carers through the academy newsletter.

15 Date of next review: April 2011

Signed: _____

Date: _____

Chair of the Academy Council

Appendix 1

Oasis Community Learning – Ethos statement

Our ethos is an expression of our character - it is a statement of who we are and therefore the lens through which we assess all we do. Our work is motivated and inspired by the life, message and example of Christ, which shapes and guides every aspect of each of our schools. This is foundational to our belief that all people are created and loved by God as equal and unique beings, and to our commitment to model inclusion and compassion throughout all the aspects of the life and culture of each Academy community.

Racist Incident Form Guidance Notes

In completing the attached form you may wish to note the Academy's incident reporting procedure;

- **Parts 1 to 3** are to be completed and signed by the complainant, or the person reporting the incident on behalf of the complainant.
- **Part 4** is to be completed and signed by the Academy's Equal Opportunities Officer (EEO)
- Steps/ actions taken after the form is submitted will be communicated to the complainant and the person reporting on their behalf by the Equal Opportunities Officer.

The Equal Opportunities Officer will ensure the safe storage of the information captured in this form and he/she will store it only for the necessary duration for monitoring purposes, in accordance with the Data Protection Act 1998.

The following is optional – depending on if the Academy has such appointee's:

If you would like to speak to a member of staff regarding the completion of the form, please contact:

[Insert Academy appointed contacts]
[Equal Opportunities Officer?]
[Human Resource?]

Racist Incident Form

Part 1: Complainant Details

Name of person reporting the incident and contact details	
Status of complainant	Staff / Student / Visitor Other – Please state
Complainant's name and contact details (if different from above)	
Date, Time and Location of the incident	

Part 2: Equality Area of Complaint

Please tick which area(s) apply to this incident.

- | | | | |
|------------|--------------------------|---------------------|--------------------------|
| Age | <input type="checkbox"/> | Race | <input type="checkbox"/> |
| Disability | <input type="checkbox"/> | Religion and belief | <input type="checkbox"/> |
| Gender | <input type="checkbox"/> | Sexual Orientation | <input type="checkbox"/> |

Type of Incident

- | | | | |
|----------------------|--------------------------|-----------------------|--------------------------|
| Verbal Abuse | <input type="checkbox"/> | Written Abuse | <input type="checkbox"/> |
| Physical Attack | <input type="checkbox"/> | Damage to Property | <input type="checkbox"/> |
| Threats | <input type="checkbox"/> | Abusive/ Graffiti | <input type="checkbox"/> |
| Isolation/ Exclusion | <input type="checkbox"/> | Other: Please Specify | <input type="checkbox"/> |
-

Part 2: Continued

Details of Incident. Please note below. (More space is on page 3 if required)

Has this happened before? If 'yes' please note details below.

Part 3: Accused Details (if known)

Accused person(s) Name if known	
Status of Accused	Staff / Student / Visitor Other – please state:

Witness Contact Details

Name _____ Tel / Email _____

Name _____ Tel / Email _____

Name _____ Tel / Email _____

Any other information regarding the Incident

Signature: _____

Date: _____

Please return this form to the following address:

Private and Confidential

For the Attention of:

[Insert Name of appointed Equal Opportunities Officer or Principal...]

[Oasis Academy ...]

[Address]

Email:

Part 4: TO BE COMPLETED BY ACADEMY [EQUAL OPPORTUNITIES OFFICER]

Name	
Date complaint received	

Action taken in response to incident

Other persons Involved

Name _____ Tel / Email _____

Name _____ Tel / Email _____

Name _____ Tel / Email _____

Signature: _____

Date: _____