

RACE EQUALITY POLICY

Context:

Currently in Essex (2006) there are over 14,000 pupils from minority ethnic groups, one third of these have English as an additional language. More than 130 languages are spoken by pupils in Essex.

1. **INTRODUCTION**

The Alec Hunter Humanities College is committed to complying with the Race Relations (Amendment) Act 2000 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 College and all aspects of College 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.

2. **AIMS AND VALUES**

The College will tackle racial discrimination and promote race equality and good race relations as apart 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
- Membership of the Governing Body, staff recruitment and professional development
- Partnerships with parents external agencies and communities

Definitions:

Conduct or words or practices which disadvantage or advantage people because of their colour, culture or ethnic origin.

A racist incident is any incident which is perceived to be racist by the victim or any other person. DFES Search using the ref: 0000-2006DOC-XX 2006

3. **RESPONSIBILITIES**

The Governing Body will ensure that the College 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.

4. **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 College. 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.

5. **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. In particular its impact on the attainment levels of students.

PROCEDURES

- Any racist incident involving any member of the College community must be reported and recorded
- A racist incident should be recorded, including action taken, on the green Negative Report Form and sent through the usual channels.
- A separate 'racist incident report form' must be filled in and given to a designated member of the Leadership Group who will monitor these and decide if any further action needs to be taken.
- The victims and their parents should be contacted and reassured of the policy and action following the incident, counseling should be offered.
- A response to a racist incident should be made as per the scale below:

1. On the first instance of a racial incident, the student will be:
 - Counselling
 - Reprimanded by the Headteacher
 - Be reported to the governors
 - The Headteacher will speak to parents
 - Reported to Essex County Council

2. On the second instance of a racial incident, the student will be:
 - Counselling by a member of Essex Council
 - Receive a fixed term exclusion of 2 days
 - Further sanctions may be imposed to limit the freedom in college of the student
 - Be reported to the governors
 - Parents will be required to attend a meeting with the Headteacher
 - Reported to Essex County Council

3. On the third instance of a racial incident, the student will be:
 - Counselling by a member of Essex Council EMAS team
 - Receive a fixed term exclusion of 5 days
 - Parents will be required to meet with the college board of Governors to consider future options for the student
 - Reported to Essex County Council

Review Date: February 2010