

BRIGHT FUTURES EDUCATIONAL TRUST

RACE EQUALITY POLICY

1. Rationale

- 1.1** The Trust is committed to ensuring racial equality for all its pupils/students, staff, governors, stakeholders and visitors. The Trust aims to provide a supportive environment where all individuals are treated with courtesy, dignity and respect and their contribution to the learning process is valued.
- 1.2** The Trust will strive towards creating conditions which reflect the values of a multicultural community, not only in ethos, but also in its day-to-day provision, where all individuals are treated solely on the basis of their merits, abilities and potential; regardless of ethnic or national origin.
- 1.3** We already consider the above part of the Trust's role and work in ways which promote community cohesion. As migration and economic change alter the shape of our increasingly diverse local communities, it is more important than ever that all members of the Trust play a full part in promoting community cohesion and ensuring there is racial equality.

2. Aims

- 2.1** To promote the spiritual, moral, cultural, mental and physical development of all our learners and prepare them for the opportunities, responsibilities and experiences of later life.
- 2.2** In line with the Race Relations Act 1976 and the 2000 amendment, the Trust will work to:
 - Eliminate unlawful racial discrimination.
 - Promote equality of opportunity.
 - Promote good relations between people of different racial and ethnic groups.

3. What is Racism?

- 3.1** The Trust understands that the definition of institutional racism is "the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin". It can be seen in various processes such as attitudes and behaviour that amount to discrimination, through unwilling prejudice, ignorance or

thoughtless and racial stereotyping; all of which disadvantage minority groups.

- 3.2** The Trust understands that a racist incident is “any incident which is perceived to be racist by the victim or any other person”. Incidents could take the form of physical assault, verbal abuse, graffiti, slogans, damage to personal property or lack of co-operation in a lesson on account of another pupil’s/student’s ethnicity. Any incident of racial harassment is unacceptable in the Trust.

4. Principles of the Policy

- 4.1** Encouraging respect for the needs and feelings of others.
- 4.2** Creating a safe and supportive environment in which all pupils/students within the Trust are encouraged to develop to their maximum potential.
- 4.3** Every pupil/student should develop a sense of personal and cultural identity, with a confidence and openness to change that allows them to be receptive and respectful with regard to other people’s identities.
- 4.4** Every pupil/student should develop the knowledge, understanding and skills they require in order to participate within Britain’s multi-cultural society and the wider world community.
- 4.5** To be proactive in promoting racial equality, good race relations and tackling unlawful racial discrimination.
- 4.6** Working in partnership with parents/carers and the wider community to tackle racial discrimination and establish, promote and disseminate racial equality good practice.
- 4.7** Enabling pupils/students to maintain links with their own culture, while at the same time appreciating cultural diversity.
- 4.8** Racial discrimination and stereotyping is to be challenged and pupils/students should be taught how to recognise bias.

5. Support of the Principles

- 5.1** In support of the principles, the Trust will ensure all members:
- Offer each pupil/student access to all benefits and facilities and, therefore, ensure there is no discrimination.
 - Record all racist incidences.

- Report all racist incidents to the parents/carers of the pupils/students involved and to the appropriate Governing body.
- Provide a curriculum, which promotes cultural diversity and prevents racism.
- Ensure that all literature reinforces that the Trust will not tolerate any form of racist behaviour.
- Celebrate the diversity of our population, recognising and considering local and national issues and events.
- Implement effective procedures for dealing with harassment of pupils/students staff and visitors.
- Ensure that procedures for disciplining pupils/students and for managing behaviour are fair and applied to pupils/students from all racial backgrounds.
- Recognise that cultural background can influence and affect behaviour, taking this into account when dealing with unacceptable behaviour.
- Monitor records, checking them for signs of discrimination and racist incidences.
- Ensure that all visitors and contractors will be made aware of, and comply with, the Trust's Race Equality Policy.

6. Responsibilities

6.1 The Trust will ensure the policy and its procedures are compliant with race relations legislation.

6.2 The Headteacher/Principal of each Academy within the Trust is responsible for:

- Ensuring all staff are aware of their responsibilities in the implementation of this policy.
- Ensuring all staff receive appropriate training and support in putting the policy into practice, enabling them to challenge racial bias and stereotyping, deal with racist incidents in accordance with procedures and ensure disciplinary action is taken against any staff or pupils/students who have discriminated racially.
- Ensuring that all pupils/students, parents/carers and staff are aware of each Academy's procedures for dealing with racist incidents.
- Monitoring the progress of ethnic minority pupils/students when reviewing and monitoring attendance and achievement.
- Reporting to the Trust Board and Governing Body on the number of incidents, prevailing trends and how the issues have been dealt with.

6.3 All staff within the Trust are responsible for:

- The implementation of this policy.
- Ensuring all incidents of racism are reported and recorded.

- Ensuring all racist incidents are dealt with immediately, even if some aspects of the response are dealt with at a later stage. Failure to respond may be construed as racist behaviour.
- Contributing to multi-cultural and anti-racist education through curriculum delivery.

7. Procedures and Actions Subsequent to a Report of a Racist Incident

- 7.1** In the case of a report of a racist incident the perpetrator will be interviewed and the incident discussed in detail with an aim to establish a clear understanding of events. This, in turn, should educate and repair damage and to build towards a better understanding.
- 7.2** The victim will be counselled with the aim of showing understanding and giving reassurance. The incident will be discussed in some detail in order to clarify events, to educate, to repair damage and to build towards a better understanding.
- 7.3** Recognition that dealing with racist incidents is a learning experience for the victim and perpetrator.
- 7.4** Victims of racism and racial harassment will be supported by the Trust and, where appropriate, we will seek the support of outside agencies.
- 7.5** Intervention strategies should, as far as possible, empower pupils/students who have suffered harassment.
- 7.6** All racist incidents will be seen as serious bullying and any necessary sanctions employed will reflect the seriousness of the incident.
- 7.7** Every effort will be taken so that pupils/students and parents/carers involved in a racist incident feel that it has been properly dealt with and that effective procedures are in place to enable any complaints to be heard fairly and appropriately.
- 7.8** Intervention strategies used by Trust will not be discussed with anyone other than the parents/carers of the pupils/students.

Review Date: Sept 2016