



The Aylesbury Vale Academy

Success Beyond Belief

A Church of England Academy

## **RACE EQUALITY POLICY**

**SEPTEMBER 2011**

## **VISION:**

That every young person graduates from Aylesbury Vale Academy as citizens of an international community where they have the mobility borne from their outlook, qualifications, skills and experience to be successful beyond belief. Improved outcomes will relate to Every Child Matters.

## **GUIDING PRINCIPLES:** WE ADOPT THE CHRISTIAN VALUES OF:

- Honesty
- Respect
- Compassion
- Love
- Forgiveness
- Self-discipline
- Creativity
- Hope

## **OBJECTIVES:**

1. To ensure that all relationships are maintained in a professional manner.

## **MONITORING** (via Governors' Management Committee):

1. Throughout the academic year the committee will ask the Principal and HR Manager of any disclosures. No names will be disclosed and where the information may prejudice an investigation, no information will be shared.
2. Visit the Academy to follow lines of enquiry as a result of the committee meeting (adhering to the protocol for governor visits).
3. The committee may request an external inspection of the Academy procedures from time to time in order to assess the accuracy of the Academy's own monitoring.

## **REVIEWING**

The Governing Body is responsible for reviewing its policies and the Principal is responsible for reporting on the implementation of the policy.

1. Has the policy been successfully implemented?
2. Has the policy had the intended impact in the Academy and on the young people?
3. Are the current objectives to remain the same and do they support other policies and development priorities?

## Dealing with the perpetrator(s) of Racism

In dealing with perpetrators, action should be taken to reduce and prevent racist incidents in school, as well as challenge the behavior of the individual concerned.

Discussion should take place in order to explore the nature of the incident and the attitudes held by the perpetrator. If a group of individuals have perpetrated the incident, it is best to speak to them separately, starting with the apparent "ringleader".

### Guidelines for talking to a Perpetrator

- Ensure privacy and a familiar member of staff for discussion
- Listen to the victim and reassure them that the issue is being taken seriously by the Academy and will be dealt with promptly
- Make it clear that the perpetrator's behavior is viewed by the Academy as racist, that this is unacceptable and the Academy does not tolerate it
- Avoid excessive questioning about the actual incident and allow silences
- Talk to the victim about his/her feelings regarding the incident
- If appropriate, discuss possible strategies for avoiding future incidents and dealing with them, whilst making it clear that future incidents should be reported and in no way is the victim responsible
- Steer victim away from personal revenge or involving others
- Outline what is being done to address the situation
- Follow up with the victim after an agreed period of time, e.g. one or two weeks and inform him/her of the actions taken
- If the victim is very distressed by the incident, further counseling may be appropriate. Some victims may need long term support to regain confidence.

Behaviour or action against the spirit of this policy or the aims on which this policy is based will be considered a serious disciplinary matter and may lead to dismissal.