



The Aylesbury Vale Academy

Success Beyond Belief

A Church of England Academy

RACE EQUALITY POLICY

SEPTEMBER 2009

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.

GUIDING PRINCIPLES: WE ADOPT THE CHRISTIAN VALUES OF:

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

OBJECTIVES:

1. To ensure every student has the opportunity to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education regardless of race and culture.
2. To develop a students sense of personal and cultural identity that is confident and open to change, and this is receptive towards other identities
3. To develop a students knowledge, understanding and skills that they need in order to thrive in our multi-ethnic society and the wider international community.

MONITORING (via Governors' Management Committee):

1. Throughout the academic year the committee will ask to see evidence non-racial behaviour and racial incidents.
2. The committee will gain evidence from reports submitted by the Academy.
3. The chair of the committee will review the findings from reports.
4. The committee will be provided with the findings of the reports.
5. Visit the Academy to follow lines of enquiry as a result of the committee meeting (adhering to the protocol for governor visits).

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?

NOMINATED MEMBER OF STAFF:

HEAD OF COLLEGE

APPENDIX 1

Operating Statement

Race Equality Policy

Every child will be brave and articulate in defending their beliefs and will understand the importance of an intellectual, physical and emotional balance to achieve personal well-being for themselves and others. All staff and students of the Academy will act with integrity and honesty, with a strong sense of fairness, justice and respect for the dignity of the individual, groups and international communities. They will understand and appreciate their own cultures and personal histories, and will be open to the perspectives, values and traditions of other individuals and international communities. They will show empathy, compassion and respect towards the needs and feelings of others and will have a personal commitment to service, acting to make a positive commitment to the lives of others and the environment.

APPENDIX 2

Dealing with Racist Incidents

Anyone who witnesses a racist incident is responsible for reporting it. All incidents must be reported and recorded using the LEA proforma (please see attached forms).

Regular reports of the number and type of incidents should be made available to the Academy staff, parent/carers and should be included in the termly Principal's report to Governors.

The Academy will provide staff with anti-racist training and training in dealing with racist incidents. This will constitute part of the whole Academy INSET programme.

Addressing Racism through the Curriculum

The Academy promotes and celebrates cultural diversity in the classroom, allowing students to value each other and respect themselves. Teachers within the Academy should challenge racism throughout the curriculum including extra curricular activities and take action to ensure equal access to the curriculum to students from all ethnic backgrounds. Each teacher and each department should monitor the achievement of students from all ethnic areas.

Assemblies and PSHE should actively promote cultural tolerance. Department development plans should demonstrate how they aim to raise achievement of students from all ethnic backgrounds and establish targets and monitoring procedures. Schemes of Work should be evaluated and where necessary should include content that will help to promote inclusivity.

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 behaviour 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 behaviour 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 counselling 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.

APPENDIX 3

APPROVED	21st April 2009		
REVIEW DATE	20th April 2010		
SIGNED PRINCIPAL		PRINT NAME	
SIGNED CHAIR OF GOVERNORS		PRINT NAME	