

# Viking Academy Trust



## Race Equality Policy

The VIKING ACADEMY TRUST 'Race Equality Policy' has been written after consultation with all stakeholders and follows DfE guidance. This policy runs alongside the Equal Opportunities Policy and together with the Racial Incident Policy and Racial Incident Policy, forms the Racial Equality Scheme.

**Approved by the Trust: Term 4 2017**

**Reviewed biennial: Term 4**

**Last review date: Term 1 2018**

**Signed:**

**Chair of Trust**

# Race Equality Policy

## The Viking Academy Trust

### Schools in the Viking Academy Trust (VAT)

Chilton Primary School  
Ramsgate Arts Primary School  
Upton Junior School

This 'Race Equality' Policy is for all aforementioned schools.

*"We cannot accomplish all that we need to do without working together."*

#### Race Equality Policy

(See also Equal Opportunities Policy)

The Viking Academy Trust is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. Viking schools strives to prepare all children for living in a multi-cultural and multi-ethnic society. Viking schools aim to promote race equality in all dimensions of its life and community.

We will:

- Take positive action to eliminate racial discrimination and harassment.
- Promote equality of opportunity for all members of our school communities.
- Promote good relations between people of different racial groups.

Cultural and ethnic diversity will be valued and we will ensure that the culture and ethos of the school places equal value on the diverse racial faith and ethnic groups, cultural and linguistic heritage represented in our society.

We acknowledge and value all ethnic and national groups represented in the school community, including Asylum Seekers, Refugees, Gypsies and other Travellers.

We recognise that we live in a multi-cultural community and we will strive to recruit a workforce to reflect this.

We endorse the recommendations of the Stephen Lawrence Inquiry Report.

We accept the definition of racism and institutional racism included in the Stephen Lawrence Inquiry Report:

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

**Institutional racism** — *The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist, stereotyping which disadvantage minority ethnic people.*

We will ensure that all members of the school community have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.

### **School Policies**

All school policies will aim to promote race equality and will be reviewed in terms of their contribution and effectiveness in achieving this aim.

### **Curriculum**

The Viking Academy Trust ensure its schools provide a broad and balanced curriculum for all pupils. The Trust accepts the three principles in the statutory inclusion statement for the National Curriculum:

- Setting suitable learning challenges for all pupils.
- Responding to pupils' diverse learning needs.
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils.

We recognise that citizenship represents opportunities for encouraging respect for diversity— British Values

Our curriculum co-ordinators are responsible for ensuring their subject programmes and schemes of work raise awareness of multi-cultural issues and challenge stereotypical views of different racial groups and nomadic communities. In the

purchase of resources, our curriculum co-ordinators will ensure that materials reflect and celebrate ethnic and cultural diversity.

### **Teaching and Learning**

The Viking Academy Trust strives to ensure that teaching and learning styles include and raise the achievement of all pupils.

We will ensure that methods of assessment are culturally neutral and do not disadvantage pupils for whom English is an Additional Language.

We will ensure that setting and grouping arrangements raise the achievement of all pupils and do not reinforce negative stereotypes or lower the self-esteem of pupils.

Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality.

### **Community Consultation and Partnership**

The Viking Academy Trust is committed to working in partnership with local minority ethnic community groups and promoting racial harmony.

We will encourage representation on the Trust Board, local Advisory Bodies (LABs) and parent committees to ensure that they reflect the ethnic profile of our Viking school population and the communities.

We will welcome minority ethnic community and faith groups by inviting them to join in the celebration of cultural and religious festivals in our school.

We will be pro-active in recruiting community volunteers to ensure the school's volunteer profile reflects the ethnic profile of the school population and the community.

We will take positive action to ensure that communication is accessible to all.

We will ensure that all community groups using the school building are aware of our Race Equality Policy.

### **Racial Incidents**

The Viking Academy Trust will not tolerate any form of racial harassment or abuse.

We accept the definition of a racial incident as included in the recommendations of the enquiry into the death of Stephen Lawrence:

**Racist Incident** – a racist incident is any incident which is perceived to be racist by the victim or any other person.

The Viking Academy Trust has a *Racial Incident Policy Procedure* (see Racial Incident Policy). The Executive Headteacher is responsible for implementing the procedure and ensuring that all members of the school community are aware of, and understand, the policy.

### **Ethnic Monitoring**

The Viking Academy Trust will ensure that ethnic monitoring of the pupil population and the workforce is undertaken positively to ensure the equality of opportunity and high achievement for all groups.

The Executive Headteacher will ensure that all staff involved in recruitment, staff development and admissions receive appropriate training and understand the process and rationale for collecting data on Ethnicity.

The Executive Headteacher will ensure that data on the ethnic profile of Viking schools is used to monitor the impact of policies on pupils, staff and parents from different racial groups.

### **Monitoring and Review**

Monitoring and review of all policies will work in conjunction with the development of the *Racial Incident Policy*. The Viking Academy Trust is committed to monitoring by racial groups:

- Admissions
- Attainment in all curriculum areas
- Attendance
- Racist Incidents and Action Taken
- Staff Development
- Exclusions
- Awards and rewards
- Discipline in extra-curricular activities
- Attendance at parental consultations

- Local Advisory Body (LAB) representation and retention.

The Executive Headteacher may assign responsibilities to staff for each area.

The Executive Headteacher, the Local Advisory Body and Curriculum Co-ordinators will use the questions provided by the CRE in the Statutory Code as a focus for evaluating policies.

### **Review of the Race Equality Policy**

The Race Equality Policy shall be reviewed annually. As part of the review process the school will draw up a *Race Equality Action Plan* for the following year, highlighting key issues for action and responsibilities. This will be incorporated within or appended to the School Improvement Plan.

### **Responsibility**

It is the responsibility of all members of the Viking schools' communities to:


- Promote race equality and support the implementation of the Race Equality Policy including the Racial Incidents Reporting Procedure.
- Behave in a manner which respects and values cultural and linguistic diversity.
- Challenge and eliminate racial discrimination, racial harassment and racial abuse.

This policy runs alongside our Equal Opportunities Policy and together with the Racial Incident Policy and Racial Incident Policy, forms the Racial Equality Scheme.

It will be reviewed annually and whenever there is new legislation.

Appendix 1: VAT Racial Incident Form (Key Survey: accessed via Sharepoint)

Viking Academy Trust



# One Childhood One Chance

## VAT Racial Incident Monitoring Form

School:

### Section 1 - Details of Victim

Name of victim:

Is the victim:

a. A pupil

If yes, please complete pupil UPN

Yes	No	Pupil UPN
<input type="radio"/>	<input type="radio"/>	<input type="text"/>

b. A member of staff or governor

Yes

No

c. A pupil from another school

Yes

No

d. Other (e.g. visitor, parent, contractor)

Yes

No

If B, C or D

What is the ethnicity\* of the victim?

## Appendix 1 con't: VAT Racial Incident Form (Key Survey)

Is the victim: An Asylum Seeker, Refugee

- Yes  
 No

Record contact details if appropriate:

Have there been previous incidents involving the same victim (if known)?

- Yes  
 No

\*Ethnic Categories

e.g. If someone is White British, the ethnic code would be A1.

(a) White	(b) Mixed	(c) Asian or Asian British
1. British	1. White and Black Caribbean	1. Indian
2. Irish	2. White and Black African	2. Pakistani
3. Gypsy	3. White and Asian	3. Bangladeshi
4. Traveller of Irish Heritage	4. Any other mixed background	4. Other Asian Background
5. Any other white background		
(d) Black or Black British	(e) Chinese	(f) Any other ethnic group
1. Caribbean		
2. African		
3. Any other black		

### Section 2 - Details of the Perpetrators

Record details of each perpetrator (if more than one)

Perpetrator 1

Name:

Pupil in the school?

If yes please give UPN

Yes	No	UPN
<input type="radio"/>	<input type="radio"/>	<input type="text"/>

Member of Staff or Governor?

- Yes  
 No

Pupil from another school?

- Yes  
 No

Other? (please specify)

Indicate if involved in previous incidents?

- Yes  
 No

Please complete the below if not a pupil in school

Ethnicity\*:

Asylum Seeker or Refugee:

- Yes  
 No



## Appendix 1 con't: VAT Racial Incident Form (Key Survey)

<p><b>Section 3 - Date and Type of Incident</b></p> <p>When did the incident take place: Date: <input type="text"/></p> <p>Approximate Time: <input type="text"/></p> <p>Location (if not in school): <input type="text"/></p> <p>What type of incident occurred? Verbal Abuse <input type="radio"/> Yes <input type="radio"/> No</p> <p>Graffiti <input type="radio"/> Yes <input type="radio"/> No</p> <p>Attacks on Property <input type="radio"/> Yes <input type="radio"/> No</p> <p>Physical Abuse <input type="radio"/> Yes <input type="radio"/> No</p> <p>Threatened Assault <input type="radio"/> Yes <input type="radio"/> No</p> <p>Other (please specify below under what happened) What happened (in brief)? <input type="text"/></p>	<p><b>Section 4 - Action Taken to Deal with the Incident</b></p> <p>Following investigation of the incident was further action undertaken? <input type="radio"/> Yes <input type="radio"/> No</p> <p>If so, what was this? Warning the perpetrator <input type="radio"/> Yes <input type="radio"/> No</p> <p>Referral to Police or other body <input type="radio"/> Yes <input type="radio"/> No</p> <p>Detention <input type="radio"/> Yes <input type="radio"/> No</p> <p>Exclusion fixed term If fixed term, please specify how many days <table border="1"><tr><td>Yes</td><td>No</td><td>How many days?</td></tr><tr><td><input type="radio"/></td><td><input type="radio"/></td><td><input type="text"/></td></tr></table></p> <p>Exclusion permanent <input type="radio"/> Yes <input type="radio"/> No</p> <p>Other sanction (please specify) <input type="text"/></p> <p>Other action (please specify) <input type="text"/></p> <p>If no action was taken, why was this (e.g. therefore no case to answer to)? <input type="text"/></p>	Yes	No	How many days?	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Yes	No	How many days?					
<input type="radio"/>	<input type="radio"/>	<input type="text"/>					

## Appendix 1 con't: VAT Racial Incident Form (Key Survey)

**Section 5 - Action Taken to Support the Victim**

What action was taken to support the victim (in brief)?

**Section 6 - Involvement of the Police**

If the police were involved, was this through:  
Liaison with the local Youth Crime Reduction Officer:

Yes  
 No

Referral to the local Police Station:

Yes  
 No

If appropriate, please record additional details e.g. date of referral, Police Officer involved, charge made by Police etc.

**Section 7 - Completion of Record**

Name of person reporting the incident:

Position in School:

Name and position in school of person dealing with incident if different to the above:

Date of Record: