

<b>Name of Policy:</b> Race Equality	<b>Version/Last Review Date:</b> October 2021 (V3)
<b>Statutory documents linked to policy:</b>	<b>Previous review date:</b> May 2015 (V1) Oct 2018 (V2)
<b>Other Policies linked to this policy:</b> Equal Opportunities in learning Equal Opportunities Equality and Community Cohesion Access and Disability	<b>Next Review Date:</b> October 2024 (V4)
<b>Governor Committee Responsible</b>	People & Resource Management

WNA Vision: All children will achieve their full potential, with holistic support, whilst enjoying and driving their own learning, gaining self-respect, self-esteem and self-belief. Our classroom extends to rich, exciting environments within the forest, the beach, the city and the community as a whole.

**Aim:**

To prepare pupils for life in a multi-ethnic society and raise an understanding of tolerance and acceptance of each other's differences

**Statement of Intent:**

**West Newcastle Academy will not tolerate any racist, disability, homophobic or transphobic abuse or bullying. This will be reported to the local Safeguarding Services and Northumbria Prevent team**

**We work within the statutory framework to address issues around radicalisation and extremist behaviour. This is addressed through our SMSC provision, school assemblies and community links. Any concerns will be reported to the Local Safeguarding Services and police.**

**Current Practice:**

The school website contains statements about its ethos and values relating to the school and society. These cover both staff and pupils and relate to caring attitudes to people as individuals and to issues directly related to good citizenship and religious beliefs. Religious Education lessons take account of the teaching and practices of other principal religions. All teaching staff constantly monitor and promote good race relations and an understanding of ethnic values and differences. The school values the diversity of its pupils' cultural backgrounds and within PHSE SMSC provision all pupils are encouraged to listen to and accept each other's differences.

**Objectives:**

This Statement of Intent contains explicit and specific statements that reflect the school's commitment to the promotion of race equality and good race relations and the elimination of unlawful racial discrimination.

**At WNA we:**

- Ensure that all pupils and staff are supported and encouraged enabling them to achieve their full potential
- Respect and value the differences between people

- Prepare pupils for life in a diverse society and encourage tolerance
- Acknowledge the existence of racism and take steps to prevent it
- Make the school a place where everyone, irrespective of their race, colour, ethnic or national origin, feels welcomed and valued
- Promote good relations between different racial groups within the school and within the wider community
- Are pro-active in tackling and eliminating unlawful discrimination
- Have clear procedures in place to ensure that all staff deal with all forms of bullying and harassment promptly, firmly and consistently

Documentation to be filled in and members of staff meet with headteacher to discuss, before action is taken.

- Ensure that all incidents of harassment are recorded and monitored
- Have staff who are trained to deal effectively with bullying, racist incidents, racial harassment and prejudice.

### **Monitoring and Review:**

All school policies are subject to monitoring and review. It is the responsibility of the Governors, Headteacher and all staff to ensure that this policy is implemented throughout the school.

### **Equal Opportunities and Racial Equality:**

There is a separate, but linked, policy for Equal Opportunities.