

HEMLINGTON HALL ACADEMY



Diversity & Equality Policy

INTRODUCTION

This policy statement underpins the Education Service Racial Equality Policy and reflects the council's Diversity Policy Statement. As part of our commitment to equal opportunities, Hemlington Hall Academy will seek to eliminate all forms of racial discrimination. It is illegal to discriminate – directly, indirectly or unintentionally.

BACKGROUND

Our school values the diversity of the local population and seeks to reduce social exclusion by becoming more responsive to community and individual needs. We are fully committed to equality of opportunity for all people, across the full range of its activities as a provider and an employer. This pledge is expressed through the mainstreaming of race equality issues in policy development, consultation, implementation and evaluation.

To comply with the Commission of Racial Equality, Standards for Local Authorities, and the Race Relations (Amendment) Act 2000 it is a specific requirement that schools prepare a written Racial Equality Policy. This policy covers our service delivery and employment practices.

Hemlington Hall Academy's approach to race equality will take into account recommendations from the Stephen Lawrence Inquiry Report and to bring our school in line with the Race Relations (Amendment) Act 2000. We have adopted the definition of a "racist incident" from Recommendation 12 of the report of the Stephen Lawrence Inquiry as well as the definition of "institutional racism".

AIMS AND OBJECTIVES OF THE POLICY

Service Delivery

Hemlington Hall Academy in partnership with the Education Service will aim to do the following; this information will then be utilised to develop policies and services for black and minority ethnic people.

assess the impact of policies, practices and procedures.

establish monitoring systems.

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ensure that our school is accessible to black and minority ethnic communities, and where necessary, appropriate services are developed to meet identified needs. For example written contact home will be multi-lingual.

- Monitor the take-up of our school accordingly to ethnicity.
- Train all our staff to fully understand all forms of racism.
- Ensure that all aspects of school life are culturally sensitive.
- publish key results on attainment, exclusion and attendance with regard to ethnicity as required by the L.A. / Government

Policy

Hemlington Hall Academy will aspire to: -

- have non-discriminatory policies and procedures, which comply with relevant
- legislation promote equality of opportunity and good relations between persons of different racial groups
- Establish effective consultation and liaison arrangements with black and minority ethnic communities to ensure that they are fully consulted on the development of equality policies
- Develop and employ effective procedures for dealing with and monitoring racist incidents in schools

Employment

Hemlington Hall Academy will do all in its power to eliminate racial discrimination and promote equality of opportunity in employment. We will endeavour:

- To achieve a racially balanced workforce, reflected at all levels
- To gather and publish the number of black and minority ethnic staff employed
- To ethnically monitor applicants for jobs and promotion.

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- To monitor and analyses grievances, disciplinary action, performance management, training, dismissals and the use of exit interviews to establish their reason for leaving
 - That all advertising materials and literature relating to employment will avoid stereotyping black and minority ethnic people
 - To ensure that indirect discrimination does not occur through the use of unnecessary job criteria
 - That every selection decision is informed and fair by ensuring that shortlisting is based purely on facts and person specification.

RESPONSIBILITIES FOR IMPLEMENTING THE POLICY

- The Governing Body of Hemlington Hall Academy is to ensure that the policy is implemented in all areas of school life
- The Head teacher is to ensure that all staff and pupils comply with the policy

COMPLAINTS PROCEDURE

(See Appendix 1 & The Academy Complaints Policy – separate Policy Document)

Any employee who feels that they have been subject to racial discrimination should refer to the Council's Equal Opportunities in Employment handbook.

Hemlington Hall Academy will be responsible for keeping a record of all racial complaints. Figures of complaints will be forwarded to Human Resources.

REVIEW

The Governing Body of Hemlington Hall Academy will review, assess and monitor the policy.

This policy will be kept under regular review to ensure it is working and to identify areas of improvement. This Racial Equality policy will be reviewed annually.

GLOSSARY

Discrimination can occur directly or indirectly:

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- Direct Discrimination means treating a person less favourably on grounds of their colour, race, nationality or ethnic origin
 - Indirect Discrimination occurs when a rule, condition or requirement which applies equally to everyone has a disproportionately adverse effect on people from a particular racial group, and there is no justification for the rule
 - Racist Incident - is defined in the McPherson Report, recommendation 13 on the Stephen Lawrence Inquiry as "any incident which is perceived to be racist by the victim or any other persons"
 - 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" (Macpherson, 1999)

Author / Reviewer: K.Edmenson / MBC
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APPENDIX 1

Guidelines For Parents Making a Complaint

If a concern arises in relation to your child, please follow the procedures outlined below in order to achieve a satisfactory conclusion.

- Initially discuss the concern with your child's teacher
- If you feel that the issue has not been resolved to your satisfaction, please make an appointment at the office to speak to the Head teacher
- Should you feel that the concern requires further resolution, please contact, in writing, the Chair of the Governing Body via the school
- Matters will then proceed in line with Government Guidance (a copy of which is available from the school)

Thank you for your co-operation in this matter

Mr D.Elliott
Chair of Governing Body
Hemlington Hall Academy
Reviewed: September 2017