



At The Community Inclusive Trust we are committed to ensuring that all members of our community feel valued, respected and understood. This entails adopting a clear set of guidelines in which to work thus removing ad hoc responses to racial incidents. We believe:

- Racism is unacceptable and will be counteracted
- Everyone is treated according to his or her needs and rights
- Racial diversity is respected, valued and celebrated
- Everyone recognises his or her responsibilities
- Every student/staff member is able to fulfil his or her potential, unhindered by any form of prejudice, discrimination or harassment.

This policy covers members of all ethnic and national groups represented within CIT Academies. We understand there is a major need to resist any negative messages of fear, hatred and ignorance and to make sure that our academies in no way can harbour or nurture such beliefs. This will be achieved by creating a safe and secure environments for all students and adults within our academies so that real learning can be achieved; learning that ensures that pupils and students feel respected, valued, supported and comfortable in the own unique identity.

Promoting Racial Equality

At CIT we aim to promote racial equality through the following areas:

- Clear vision and strategy
- Management commitment
- Expectations of all students are equally high
- Staff involvement and commitment
- Communication

Procedures for tackling racist incidents, discrimination and harassment

The Headteacher/Principal in Charge of each academy will be responsible for monitoring any racist incidents. All staff will immediately deal with incidents involving racism (including prejudice and stereotyping). Students are encouraged to report all incidents involving racism, racial discrimination and racial harassment. All racist incidents and complaints of racial discrimination and racial harassment against staff and students will be formally recorded and investigated within a specified time period. Immediate action will be taken to remove racist graffiti from school property. A sensitive system of support is available to victims of racism, racial discrimination, racist incidents and racial harassment. Action will be taken to prevent incidents from recurring. All incidents and their resolution will be regularly reported to the Local Governing Body. Racist incidents and complaints of racial discrimination and racial harassment will be monitored and the effectiveness of action taken to address such incidents

assessed. Active links are established with external organisations dealing with racist incidents and racial harassment. Each Academy will support multi agency policies and strategies to address racial harassment and will work with other agencies to deal with racist incidents that affect the school community, whether they take place inside or outside the school.

Staff Development

Staff induction covers the academies policy and procedures for dealing with incidents. Staff will be trained on how to implement these. Staff effectiveness in dealing with racist incidents, racial discrimination, racial harassment, prejudice and stereotyping will be monitored and evaluated.

Breach of Policy

Should a racist incident occur, a form is completed and the incident reported to the Headteacher/Principal in Charge who will investigate. All incidents and action taken will be reported to the Local Governing Body as part of the Headteacher's/Principals Report. This will allow the Local Governing Body to monitor the number and type of incidents and to assess the effectiveness of the action taken. If there is cause to question if actions have been appropriate this will be reported to the Trust Board for further investigation.

Published: September 2016

Review Date: September 2019

