

**RACE EQUALITY PLAN****ST AIDAN'S CE ACADEMY****TARGET/PRIORITY: To Ensure Race Equality****SUCCESS CRITERIA: Equality of opportunity for staff, pupils and members of the community****Increased awareness of all staff and stakeholder**

<b>Objective</b>	<b>Action</b>	<b>Success Criteria</b>	<b>Date Completed</b>
Provision of appropriate INSET in place.	Schools and governing bodies have had recent and relevant INSET on equality issues.	The Headteacher and the Governor responsible for Race Equality attend appropriate training.	Ongoing
To ensure staff and Governors fully aware of responsibilities in line with Equality Act 2010	Schools and governing bodies are aware of their responsibilities in relation to race equality issues.	Personnel who have undergone training have disseminated to colleagues.	Ongoing
To ensure equality of opportunity for all races.	Single Equality Policy in place - adopted by LGB, with thorough discussion by Governors/Staff.	Equality policy adapted to school level, checked to ensure compliance with Equality Act 2010. Race as a protected characteristic understood by Academy community.	Equality Policy reviewed annually
To ensure appropriate procedures for dealing with racial incidents.	Ensure that the school has clear procedures for dealing with incidents of racial harassment, including reporting, recording and monitoring.	Procedures for dealing with racist incidents are clearly stated and readily accessible for reference.	See Policy.
Effective communication in place to manage incidents in line with protected characteristic: Race	Ensure that the policy and procedures are clearly communicated to all staff, pupils, parents and governors.	All personnel are confident in how they should deal with any incidents, and what will be the consequences.	Ongoing regular review of policy in line with SDP. Involvement of parents/governors as appropriate.
Effective management of racial harassment	Complete Racial Harassment Incident Report Form and submit to LA/Trust as required. Inform LA/Trust of potentially serious racial incidents, verbally in the first instance.	All incidents are reported, as required, and submitted to LA/Trust. All staff aware of the need to report any potentially serious incidents immediately.	As required HT/Admin attendance at relevant training
To secure appropriate advice and information in line with equality duties.	Ensure appropriate officers in the LA/Trust are contacted if further advice, information and support are needed.	Schools and governors should be aware of availability of advice and support.	Aware

**Date: May 2025****Review: May 2026**