

Race Equality Policy

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Purpose

This policy has been written to meet the statutory duty for schools and underpins our commitment in all services under the Race Relations Amendment Act 2000. We are committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and faith groups and communities
- eliminating unlawful discrimination.

Note: This policy replaces the former policies: Ethnicity, Diversity, Race Equality (SO-0238); Equal Opportunities in NAS Education Services (SO-0240); Anti-Discrimination, Anti-Harassment (SO-0231).

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Scope

This policy covers all NAS services including schools and staff working in these services.

Concise Statement

See also the Equal Opportunities and Diversity Policy – HR-0005.

The Equality Act 2010, provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends the protection from discrimination in certain areas.

The National Autistic Society values the individuality of all the children and people that we support. We are committed to giving all the children and people we support every opportunity to achieve the highest standards. Within this ethos of achievement, we do not tolerate bullying or harassment of any kind. This policy helps to ensure that this school promotes the individuality of all the children and people we support, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the support and education we offer fosters positive attitudes to all people.

It is every staff member and volunteer's responsibility to ensure equal opportunities is an integral part of service delivery and applies to all aspects of the service.

Our Commitment to Racial Equality:

The NAS is committed to ensuring racial equality for all the people it supports in a supportive environment where all individuals are treated with courtesy, dignity and respect, and where their contribution to the organisation is valued.

The NAS will strive towards creating conditions which reflect the values of a multicultural community within not only its ethos, but also its day to day provision, where all individuals are treated solely on the basis of their merits, abilities and potential, regardless of ethnic or national origin.

The NAS aims to promote the spiritual, moral, cultural, mental and physical development of all the people we support and

- To promote personal dignity and self-esteem through providing a safe environment which welcomes diversity and encourages mutual respect.
- Work in ways which promote community cohesion. As migration and economic change alter the shape of our increasingly diverse local communities.

In line with this the NAS will;

- Eliminate unlawful racial discrimination in the Society
- Promote equality of opportunity in the Society
- Promote good relations between people of different racial and ethnic groups

Implementing our commitment:

- Relationships will be developed with family, friends and the community to enable staff to understand the different cultural needs and values. This can include understanding different beliefs in respect of religion, diet, dressing customs, specific cultural behaviours e.g. women not feeling comfortable in the same room as men.
- Children and people supported by the NAS will be encouraged to follow their customs in accordance to the individual and family choice. A range of religious and cultural festivals will also be celebrated.
- Staff will communicate with the people us support/children /family members in a language/manner they understand; taking into account cultural backgrounds, language needs and different learning styles.
- Reports will be provided in an accessible format and if necessary translators, interpreters, and accessible printed information will be provided for any reviews and meetings as appropriate.
- Staff will ask and listen to individuals and children we supported about the services they require wherever possible and ensure choices promote all ethnic needs.
- Staff will ensure that all materials used in any activity take into account the values of ethnic backgrounds and individuality.
- Resources will be used to reflect all people positively and promote cultural diversity and understanding. Services/ schools will avoid the use of language and images which discriminate against people.
- Wherever possible same sex carers and therapists and single sex environments will be promoted in line with cultural beliefs.
- Self-advocacy will be promoted as means of supporting individuals to seek and access services that are relevant to their particular needs.

- Victims of any discrimination or harassment will be supported as appropriate with help from outside agencies if necessary.
- Any issue should be raised in line with procedures detailed in the Compliments, Comments and Complaints policy.

Responsibilities

The NAS Senior Management Group is responsible for ensuring that the organisation complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Area Manager / Principal is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support people for whom English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work.

Procedure for all Services

1. Area Managers/Principals will be responsible for ensuring the Equality Action Plan and Equal Opportunities and Diversity Policy are readily available and its procedures followed.
2. Service Managers/Principals will ensure staff receive appropriate training and support in:
 - 2.1 Carrying out the policy
 - 2.2 Recognising discrimination
 - 2.3 Being aware of appropriate action to take in cases of racial harassment and racial discrimination
 - 2.4 Promoting equal opportunities
3. Service Managers/ Principals are responsible to deal with any kind of racial discrimination within their service or school.
4. Services and schools should monitor and improve practice with regard to equal opportunities.
5. Admission policies will be monitored to ensure compliance to the Equal Opportunities and Diversity Policy.

Procedure for Schools only

Statutory requirements:

Specific duties that all educational establishments must comply with are:

- Prepare a written policy on race equality
- Assess the impact of policies on different racial groups of pupils, staff and parents; in particular, assess and monitor the impact on pupils
- Make information available about their policies to promote race equality
- Take account of the Equality Act general duties for public bodies

In NAS Schools:

1. Admissions, exclusions, attainment, attendance, progress and assessment will be monitored by the senior leadership teams to analyse any trends and to ensure all equal opportunity policies are being adhered to. Any information produced will not identify individuals.
2. NAS schools will use the Schools Information System (SIMS) as a method of ethnic monitoring to track attainment, attendance and monitor progress.
3. Curriculum planning will take into account the principle of anti-discrimination and recognise and value diversity.
4. The Equal opportunities representative in NAS schools will record any racist incidents and how they are resolved.

Measure

Care Quality Commission (CQC)
Care Inspectorate - Scotland
Care Inspectorate - Wales
Regulation & Quality Improvement Authority (RQIA) Northern Ireland
Ofsted
HMIE
Purchasers' Inspection
Appointed Visitor

References

Equality Act 2010
Human Rights Act 1998
The Children Act 2004
Every Child Matters: Change for Children
Care Act 2014

Other relevant policies and guidance and appendices

Care Practice Policy SO-0050
Equal Opportunities and Diversity Policy HR-0005
Compliments, Comments and Complaints Policy QS-0009
Record Retention SC-0002
Data Protection SC-0001
SO-0238-001-1217 – Definitions
SO-0238-002-1217 – What is a racist incident?
SO-0238-003-1217 – Managing a racist incident