



Nourishing the fitrah of each unique child

Race Equality Policy

“O mankind! We have created you from a male and a female, and made you into nations and tribes, that you may know one another. Verily, the most honourable of you with Allaah is that (believer) who has At-Taqwa.”

(Surah Hujurat, Verse: 13)

Adopted: January 2025	Review date: January 2026	Equality Officer: Hawwa Mbombo
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Race Equality Policy

Unique Academy is committed to equality and inclusiveness for all. This value is underpinned by the school's Islamic ethos, which affirms that no one race has superiority over another (Prophet Mohammed, *salallahu alayhi wa salaam*, The Farewell Sermon, 632 AD).

Aims

At Unique Academy, our race equality policy aims to:

- Promote racial equality
- Eliminate racial discrimination
- Promote good race relations between people of different racial groups

The impact of our race equality policy, on pupils, staff, and parents of different racial groups, including the impact on attainment of pupils of all racial groups will be assessed by the Trustees, and senior leadership team.

We are committed to tackling racism and promoting equality of opportunity and good race relations across all aspects of school life by:

- Acknowledging the existence of racism and working towards the elimination of unlawful discrimination
- Promoting good relations between different racial groups in order to encourage inclusion
- Ensuring that all members of the school community from all racial groups are encouraged and supported to achieve their full potential
- Preparing children for a life in a culturally diverse society where British values are upheld
- Creating a school atmosphere in which every person feels valued and welcomed and their race, colour, ethnicity, national origin and citizenship is not barrier to their achievements

Purpose

The purpose of this policy and our school practice is to:

- Promote an inclusive culture where pupils understand that we are all creation of Allaah and in Islam, one race is not superior to another
- Address and raise standards of educational attainment for all groups of children identified at risk of underachieving
- Promote an inclusive curriculum, school ethos and learning environment
- Celebrate cultural diversity
- Promote a climate of tolerance and understanding
- Combat discrimination, prejudice and harassment

Promoting Race Equality in our School

We will promote race equality and challenge racism by:

- Utilising opportunities to celebrate the richness and diversity of different cultures through whole school planned experiences
- Utilising opportunities through assemblies and the teaching of Halaqah to deal with the issues of prejudice through real life issues or story
- Celebrate the achievements of all children
- Reviewing texts to ensure inclusiveness
- Ensuring **all** adults in the school community challenge inappropriate racist comments and actions
- Banning racist materials from our school
- Examining curriculum content to eliminate the use of negative images and promote the use of positive images wherever possible
- Inclusive curriculum – including a range of books to reflect diversity

Policy into Practice

The Trustees are responsible for ensuring that the school fulfils its legal responsibilities.

The Headteacher has overall responsibility within the school for the implementation of the policy and will take disciplinary action in the case of racial discrimination. The Headteacher also has the responsibility for reporting racist incidents to the relevant authorities.

Staff will receive training to develop their understanding and practice regarding race equality.

When school policies are reviewed in the future, Trustees will ensure that due regard is given to the promotion of racial equality wherever possible.

Leadership

The Trustees are responsible for making sure that the school complies with the duties of the Race Relations Amendment Act 2000, and that our Race Equality policy and its procedures are followed.

The Headteacher will:

- Make staff, parents and students aware of this policy, or the Single Equality Plan, by publishing it on the website of the school
- Ensure that the Race Equality policy is followed
- Ensure that staff understand their responsibilities and facilitate appropriate training for them
- Take appropriate action in response to cases of racial harassment and discrimination

School staff will:

- Deal with racist incidents and be able to recognise and tackle racial bias and stereotyping
- Promote equal opportunities and good relations avoiding discrimination against anyone for reasons of race, colour, nationality and ethnic or national origin

All visitors and contractors will:

- Be expected to follow Unique Academy's race equality policy

Breach of the policy

Pupils in school involved in incidents which breach this policy will be interviewed and the incident recorded as a racist incident. Parents will be informed by letter and invited into school to discuss their child's role within the incident.

Adults involved in incidents which are in breach of this policy will be informed that a record will be made disciplinary action will follow.

