

RACIAL HARASSMENT

New Horizons is committed to promoting tolerance and fairness towards all members of staff, students, volunteers, young people, parents and carers. We fully and wholeheartedly adhere to both the spirit and detail of both the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000, which outlaw discrimination against anyone on grounds of race, colour, nationality or ethnicity.

The provision accepts its duty to try to eliminate discrimination and to promote equality of opportunity and good race relations. All staff and young people attending are entitled to an environment free from harassment and discrimination, as outlined in the equal opportunities policy.

Preventing Racial Harassment and Discrimination

Proactive steps can be taken to prevent racial harassment and discrimination, and order for the provision to carry out necessary steps to deal with racial discrimination and harassment, the provision will:

- Encourage individuals to treat each other with respect, regardless of their race, colour, nationality or ethnicity.
- Ensure that all young people are valued, irrespective of their race, colour, nationality or ethnicity.
- Acknowledge the existence of racism in society and take steps to promote harmonious race relations in the environment.
- Promote good relations between different ethnic groups and cultures.
- Ensure that different cultural and religious needs are met, understood and communicated to all staff and young people.

New Horizons as an employer

As an employer, New Horizons is committed to ensuring that the workforce reflects the multicultural community that it serves.

New Horizons will:

- Advertise job vacancies in a variety of media sources and outlets and in a variety of places.
- Investigate any allegation of racial harassment or discrimination according to the Staff

Disciplinary Procedures and Behaviour management policies.

- Collect and monitor information about the ethnic background of the staff team and children.

Addressing Racial Harassment and Discrimination

If a member of staff or a young person becomes aware of an incident of racial harassment or discrimination occurring, they will be encouraged to report the incident to staff.

Any allegation made against a member of staff or young person will be investigated thoroughly. The individual concerned will be told that such behaviour will not be tolerated and that steps will have to be taken to ensure that it does not happen again. Each incident will be fully investigated and details will be recorded in a separate section of the incident report book.

In the case of young people, incidents will be reported to parents/carers and a course of action agreed upon to resolve the situation, in accordance with the provisions of the Behaviour management policy. However, if a solution can not be found, then the provision may have to inform the young person and their parents/carers that they are no longer able to attend, in accordance with the **Suspensions and Exclusions policy**.

In the case of staff, provisions within the Staff Disciplinary procedures policy will be activated and a record of the incident will be kept and made available to statutory authorities if appropriate.

Kellie Lawton(Director) is responsible for ensuring that all incidents are handled both professionally and sensitively. All incidents will be kept confidential, with initials being used in place of names in the incident book. In cases where the manager is involved in the allegation, a registered person will handle the incident.

In all cases, continued racial harassment or discrimination from any individual will result in exclusion, where all other efforts have failed to provide a satisfactory resolution.

Kellie Lawton

Director

Date of incorporation November 2020.

Reviewed November 2022