

Incidents of a race/hate nature

A 'Hate' incident as classified by the **Equality Act 2010** covers any incident, which is motivated by an individual/groups prejudice towards another individual/group, which is

- Ageist
- Racist
- Transgender
- Homophobic
- Faith/belief
- Disabilist

All incidents of such nature will be dealt with in line with the agreed flow chart. All incidents are reported through to the local authority and where appropriate the Police.

The Academy works with students to raise levels tolerance and acceptance of all students regardless of race/gender/sexual orientation/creed/age. In addition, all incidents are logged and analysed to identify any trends. Where trends are found, interventions are developed and placed to ensure that concerns and issues are tackled. In addition all lessons within the Academy are underpinned by the SMSC agenda.

(SMSC refers to the Spiritual, Moral, Social and Cultural development of young people in line with Ofsted's assessment criteria).