

RACE EQUALITY POLICY

Aims and Values

This policy is based on the aims and values of the school. Our aim is to eliminate unlawful racial discrimination, and to promote equal opportunities and good race relations in all areas of school life. These include:

- Progress, attainment and assessment;
- Behaviour, discipline, and exclusion;
- Pupils' personal development and pastoral care;
- Teaching and learning;
- Admissions and attendance;
- The curriculum;
- Staff recruitment and professional development; and
- Partnerships with parents and guardians, and communities.

Leadership and Management

Commitments

We are committed to:

- Actively tackling racial discrimination, and promoting equal opportunities and good race relations;
- Encouraging, supporting, and helping all pupils and staff to reach their potential;
- Working with parents and guardians, and with the wider community, to tackle racial discrimination, and to follow and promote good practice; and
- Making sure the race equality policy and its procedures are followed.

Responsibilities

1. *Governing Body*

The governors are responsible for:

- Making sure the school complies with the amended Race Relations Act 1976; and
- Making sure the race equality policy and its procedures are followed.

2. *Head Teacher*

The Head Teacher is responsible for:

- Making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
- Making sure the race equality policy and its procedures are followed;
- Producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary;
- Making sure all staff know their responsibilities and receive training and support in carrying these out; and
- Taking appropriate action in cases of racial harassment and racial discrimination.

3. *All staff*

All staff are responsible for:

- Dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping;
- Promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins; and
- Keeping up to date with the law on discrimination, and taking up training and learning opportunities.

4. *Staff with specific responsibilities*

The Head Teacher and a designated member of the governing body will be responsible overall for:

- Coordinating work on race equality; and
- Dealing with reports of racist incidents.

5. *Visitors and Contractors*

- Knowing, and following, our race equality policy

Monitoring and Evaluation

Ethnic data will be collected to monitor:

- Racially motivated incidents
- Pupils' attainment and progress
- Exclusions
- Sanctions
- Rewards

This data will be:

- Included in the school SEF;
- Used to inform planning, target setting and decision-making;
- Reported to the Governing Body annually, and
- Included in the annual report to parents.

Data will be presented in such a way that individuals will not be identified.

The governing body will evaluate the impact of the policy annually.

Publication and Promotion

The policy will be published on the school web site and every student will carry a copy of the policy in their pupil diary.

Review of the Policy

The policy will be reviewed and if necessary revised annually.

Signed: _____ Head

Signed: _____ Chair of Governors

This policy was reviewed and revised in November 2006

