



RACIAL EQUALITY POLICY

Revised: Autumn 2018
Next revision : Autumn 2021

DEFINITIONS

The following terms shall have the following meanings for the purposes of this document: -

the School means Clifton All Saints Academy

PURPOSE

The purpose of this policy is to help those working in and with the School to:

- Promote racial equality
- Promote good race relations
- Eliminate unlawful racial discrimination

CONTEXT

The Race Relations (Amendment) Act 2000 places a positive legal duty on schools to promote equality. This means that policies and practices which are not in themselves racist, but which have a discriminatory effect on particular ethnic groups, are open to challenge in the courts.

THE SCHOOL CONTEXT

The School serves an area which is mostly rural in character.

The pupil population comprises of mainly White British with a small % of mixed backgrounds.

The staff population comprises of all White British

The Governing Body comprises of all White British

PRINCIPLES

This School applies the following principles:

- Commitment to equality of opportunity for all.
- Commitment to the eradication of racism, xenophobia and discrimination on grounds of religion.
- Recognition that every learner should be equipped with the knowledge, skills and achievements which they need for full participation in society.
- Recognition that every learner should be encouraged to develop skills of non-violent conflict resolution.
- Expectation that everyone will contribute to reducing and removing violence and harassment from schools.
- Commitment to fostering attitudes of open-mindedness, empathy and understanding between different ethnic heritages, and the concept of global citizenship.

- Commitment to fostering respect for the identities of pupils, students and staff and their experiences, histories and concerns.
- Recognition that all learners are entitled to a multi-cultural and anti-racist education, irrespective of the presence or absence of learners who are from ethnic minorities.
- Commitment to creating a school and wider community to which all its members can feel they belong.
- Recognition that pupils, parents/carers, employees and the wider community can all contribute to the achievement of harmonious relationships between people of different nationalities, religions and ethnic heritages.
- Recognition that there must be active monitoring and evaluation of policies and practice.
- Recognition of the need for the public accountability in reporting on racist incidents, following up action and outcomes.

The School will promote race equality and good race relations across all areas of school activity in relation to:

- Progress, achievement and assessment
- Behaviour, discipline and exclusion
- Pupils' personal development and pastoral care
- Pupils' relationships
- Teaching and learning
- Admissions and attendance
- Curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities
- Appointment and training of governors

LEADERSHIP, MANAGEMENT AND GOVERNANCE

The School is committed to:

- Encouraging, supporting and enabling all pupils and staff to reach their potential.
- Being proactive in promoting racial equality and good race relations and tackling racial discrimination.
- Taking immediate action if a racist incident has taken place.
- Discussing racist incidents with parents /carers and encouraging them to reinforce the school's anti-racist practices at home.
- Working in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination.
- Ensuring that the Policy is followed.

The responsibilities of the Governing Body are:

- To ensure that the School complies with race relations legislation.
- To ensure that the Policy and its related procedures and strategies are implemented.

The responsibilities of the Headteacher are to:

- Implement the Policy and its stated procedures and strategies.
- Ensure that all staff are aware of their responsibilities and are given appropriate training and support.
- Take appropriate action in any cases of racial discrimination and ensure that the annual returns to the LA are completed.

It is the responsibility of all staff to:

- Deal with racist incidents and know how to identify and challenge racial bias and stereotyping.
- Promote racial equality and good race relations and not discriminate on racial grounds.
- Keep up to date with race relations legislation by attending training and information opportunities.
- The Headteacher will have responsibility for co-ordinating racial equality.

BREACHES OF THE POLICY

Breaches of policy will be dealt with as follows:

- For pupils, through the School's Behaviour Policy.
- For staff, through the staff disciplinary policy.
- For others, by appropriate action, for example, making clear that the School's expectations and in relation to staff of other organisations, reporting breaches to the heads of those organisations.

POLICY PLANNING AND REVIEW

The School will assess and monitor the impact of this policy on pupils, staff and parents from different racial groups. This will be undertaken as follows:

Policy Planning and Development

- Routinely considering the impact of policy development and planning on issues of race equality.
- Incorporating race equality targets into relevant strategic plans.
- Assessing the impact of the Policy through consultation, evaluation and auditing tools e.g. the Local Education Authority's Education Race and Equality Audit to Assist Schools Self Review.

Ethnic Monitoring

- Ensuring that monitoring data by ethnic group, for example, on attainment and progress exclusion, sanctions and rewards is used to inform planning and decision making.
- Using monitoring data to identify progress in reflecting the ethnic composition of the community in the staff and the Governing Body.

Reviewing and Assessing Policies:

- Regularly reviewing, monitoring and assessing all policies and strategies for their effectiveness and impact in eliminating racial discrimination, promoting racial equality and good race relations.
- Building racial equality questions into the School's self-review and evaluation frameworks.
- Using the results of reviews and assessments to inform planning and decision-making.
- Providing to governors and parents, data on assessment of policies and strategies with appropriate evaluation.
- Providing such information in a way that ensures that individuals cannot be identified.

TRAINING AND DEVELOPMENT

The School will:

- Develop a training strategy that includes training and support for staff and governors in support of this policy.

- Use a range of methods to train and develop staff and governors.
- Monitor and evaluate the effectiveness of training.

PROMOTING THE POLICY

This policy will be promoted by:

- Making it available to all parents, pupils and other interested parties.
- Making the policy available in special formats on requests.

This policy is also reflected in the School's policies on:

- Attainment, progress and assessment
- Behaviour, discipline and exclusion
- Admission and attendance
- Curriculum
- Personal development and pastoral care
- Teaching and learning
- Staff recruitment and professional development
- Equality