

# **Brine Leas School**

## **An Academy**

### **RACE EQUALITY POLICY**

The school acknowledges its responsibilities under the Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 and this Race Equality Policy sets out how it will fulfill its obligations under the Act. Brine Leas School seeks to achieve an environment in which all are treated equally and in which all types of discrimination are not tolerated. The school is committed to promoting race equality and equality of opportunity for all and in valuing and celebrating the diversity of its staff and learners.

#### **This policy outlines our commitment to:**

- promoting race equality
- promoting good race relations
- challenging racial discrimination

#### **SCHOOL CONTEXT**

Brine Leas School is set in a predominantly white, middle class area in Cheshire. The specific challenges to the school and the community in relation to racial equality are, therefore, very different to schools in inner city areas, but not less important. The school has a small number of children, around 7% (national average 27%), belonging to ethnic minority groups, as well as a small proportion of traveller children. The percentage of children for whom English is not their first language is 2% (national average is 15%).

The school is a high achieving one, with a strong local reputation. A number of our students come from out of our catchment area (around 25%).

#### **VALUES FRAMEWORK**

Brine Leas School strives to ensure that the culture and ethos within the school values all members of the community equally, irrespective of ethnic origin, religion, cultural background or ability.

- We embrace cultural diversity as we believe that it enriches life.
- We will promote, and support these beliefs through all aspects of our work, recruitment, teaching, student support, relationships with all members of the school community and beyond.
- We tackle racism and discrimination, and promote racial equality and good race relations.
- We work in partnership with parents and the wider community to tackle racial discrimination and establish, promote and disseminate racial equality good practice.
- We will work to ensure that all staff, pupils and parents adhere to the policy.

## **Brine Leas School will promote equality of opportunity by:**

- ensuring that all staff and governors understand their responsibilities and accountabilities for promoting equality of opportunity
- consulting with students and staff from ethnic minority cultures to obtain feedback on their experience in school and using the outcomes to guide future action
- making the school welcoming to all, irrespective of colour, culture, ethnicity, race or religion
- identifying and removing barriers, within the school's control, which hinder or prevent students or staff from ethnic minority cultures from achieving their full potential
- taking positive action to provide individual encouragement and support to students and staff from ethnic minority cultures
- ensuring that all curriculum teams actively seek opportunities within their programmes to celebrate cultural diversity, widen students' cultural understanding and prepare them to be effective citizens in a multi-ethnic society
- training and developing all staff to ensure that they have the skills needed to promote equality of opportunity within the scope of this Race Equality Policy.

## **We will also act to ensure that each and every member of the school community:**

- experiences equality of opportunity
- feels a full and respected member of the school community
- has high expectations of themselves, their fellow students, staff, and others with regard to fair treatment
- develops an understanding of race, ethnicity and multiculturalism alongside an appreciation of their importance in Britain today
- develops an awareness of conscious and unwitting racism alongside the skills and confidence to challenge instances of racist behaviour, language and attitudes.
- has equal access to learning programmes and facilities.

## **EDUCATIONAL AIMS**

As part of our work to promote racial equality we will ensure that pupils are offered opportunities to:-

- understand and celebrate cultural diversity;
- learn about racial equality in a variety of curriculum areas;
- develop an understanding of global citizenship;
- develop relationships with children from other countries and communities;
- understand the power of language particularly relating to the verbal abuse of someone because of their race and/or ethnicity;
- develop an understanding of their own rights, the rights of others, and their responsibilities to each other;
- develop an understanding and appreciation of religious beliefs and cultures;
- recognise and challenge racist attitudes and behaviour;
- develop emotionally and intellectually into responsible, thinking and caring citizens.

We acknowledge that the development of understanding regarding racist and ethnic diversity

is progressive and we will work with governors, staff, and parents in order to develop our understanding and ability to work with children particularly in relation to racist incidents.

The personal and educational progress of children will be monitored in order to ensure that children's development is not hindered by the schools policy and practice in relation to racial equality.

In the interests of all children the school will encourage positive appreciation of diversity within the parent community and take a robust stance against discrimination and abusive behaviour. As a school community we will not tolerate racial harassment of any kind.

## **RESPONSIBILITIES**

### **1. Governing Body**

- will ensure that the school's policies, procedures and strategies comply with Race Relations Legislation;
- will ensure that the policy and its related procedures and strategies are implemented.

### **2. Headteacher**

- will, along with the governing body, ensure that the policy and its related procedures and strategies are implemented;
- will ensure that all staff are aware of their responsibilities under the policy;
- will ensure that appropriate action is taken in any cases of racial discrimination.

### **3. People with specific responsibilities**

- The Assistant Headteacher (Student Services) will be responsible for communicating and promoting the policy.
- The Assistant Headteacher (Student Services) will be responsible for dealing with race related incidents.
- The Deputy Headteacher (Curriculum) will have responsibility for co-coordinating the appropriate curricular aspects.

### **4. All staff**

- will keep up to date with race relations legislation by attending training and information events organised by the school or other agency;
- will identify and confront racial bias, avoid racial stereotyping and report any race related incidents to the appropriate Progress Manager and to the Assistant Headteacher (Student Services);
- will promote racial equality and good race relations and will not discriminate on racial grounds;
- will ensure that pupils from all racial groups have full access to the curriculum;
- will promote racial harmony and cultural diversity through their teaching and through relations with pupils, colleagues, parents and members of the wider community.

## **BREACHES OF THE POLICY**

We will consider every breach of the policy in the light of the particular circumstances. We will call on support from the Police or other agencies as appropriate.

Also:

- acts of racial discrimination, harassment, abuse or victimisation will be treated as a serious disciplinary offence;
- disciplinary action could include dismissal in the case of staff and permanent exclusion in the case of learners;
- staff and learners who feel they are being discriminated against on racial grounds should seek resolution through the complaints procedure;
- applicants for employment who feel that they have been unfairly treated with regard to their application or are dissatisfied with some aspect of the recruitment and selection procedure should write giving details to Head teacher and/or Chair of Governors.

## **THE MANAGEMENT OF RACE RELATED INCIDENTS ON SCHOOL PREMISES**

### **• Pastoral Care and Support for Students**

The physical and mental well being of our students is fundamental to the practice of this policy. The school will work to ensure that children feel able to express their concerns about verbal and/or physical abuse in order that the issues can be dealt with in a constructive and coherent way. A student's concerns will always be taken seriously.

### **• The Process of Discipline**

The school will involve parents whenever written, verbal and/or physical racial abuse occurs. Each incident will be treated individually but with equity.

### **• Reporting Racist Incidents**

The school has put in place systems for recording racist incidents.

### **• Policy Planning**

We will consult and involve pupils, parents and governors in the development and planning processes.

### **• Ethnic Monitoring**

We will ensure that monitoring data by racial group, for example, on admissions, attainment, attendance, exclusions, sanctions and rewards will be used to inform planning and decision making. Currently the numbers involved are relatively small in most Year Groups:- 7 = 11.4%, 8 = 6.1%, 9 = 7.0%, 10 = 7.9%, 11 = 4.2%, Post-16 = 6.4%.

## **REVIEWING AND EVALUATING POLICIES**

We will review the effectiveness of our policies and strategies in:-

- eliminating racial discrimination;
- promoting racial equality;

- promoting good race relations;
- reviewing the impact of our Race Equality Policy on members of the school community;
- using any results to inform all planning and decision making.

Monitoring of the following will take place in relation to students:-

- retention and attendance rates;
- achievement rates;
- participation rate in house events;
- complaints of learners;
- disciplinary proceedings;
- destinations.

Monitoring of the following will take place in relation to employees:-

- grade/salary scales and types of work;
- selection success rates;
- types of contract (permanent or temporary);
- training and staff development;
- promotion application and success rates;
- disciplinary and capability proceedings;
- grievances;
- exit interviews.

### **COMMUNICATING AND PROMOTING THE POLICY**

We will make the policy available to all parents, staff via the internet.

<b>Compiled/Updated by:</b> A Cliffe	<b>Date:</b> June 2016
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