

GROVE

RACE EQUALITY POLICY 2010

Amended October 2008
Reviewed May 2010

Signed.....
Headteacher

Signed.....
Chair of Governing Body

Date.....

Review Date: May 2013

Race Equality Policy

This policy was previously contained within the school Equal Opportunities Policy.

As a result of the legislation for the Disability Discrimination Act, and the Gender Equality Duty, a Disability Equality Scheme and Accessibility Plan were produced and a Gender Equality Scheme and Plan. As these are separate documents it has been decided to separate the Race Equality Policy. Together they form aspects of the school response to Equal Opportunities.

The recent Equality Bill became an Act just before Parliament was dissolved in May 2010. The Equality Act consolidates and builds on legislation covering discrimination and promotion of equal opportunities. As advice is given to schools this policy will be reviewed. Our current policy continues to meet requirements.

Background

The Race Relations Act 1976 was amended by the Race Relations (Amendment) Act 2000. This Act gives public authorities a statutory general duty to promote race equality. The Code of Practice on the Duty to Promote Race Equality came into effect May 2002. This gives practical advice on how to meet the general duty and specific duties.

The General Duty

The General Duty, as set out in section 71 (1) of the Act, says we must have ‘due regard to the need’:

- To eliminate unlawful racial discrimination; and
- To promote equality of opportunity and good relations between persons of different racial groups.

Benefits of the General Duty

Meeting the General Duty will help us to:

- Meet all our students’ needs, encourage them to achieve their full potential, and raise educational standards
- Take specific action to tackle any differences between racial groups in terms of their attainment levels and progress, in the use of disciplinary measures against them, in admissions or in assessment
- Create a positive atmosphere, where there is a shared commitment to value diversity and respect difference
- Challenge and prevent racism and discrimination, promote good relations between people from different racial groups
- Prepare students to be full citizens in today’s multi-ethnic society
- Make our workforce more representative of the communities we serve
- Improve staff morale and performance

- Make full use of the skills and ideas from people of different cultures and racial groups.

The Specific Duties have been introduced to help us meet the General Duty.

The Specific Duty

The Governing Body of the school must:

1. Prepare a written statement of its policy for promoting race equality.
2. Have in place arrangements for fulfilling duties:
 - to assess and monitor the impact of the policy on students, staff and parents from different racial groups, including in particular, the impact on attainment levels of such students.
3. Report annually the results of monitoring.

Our Vision, Values and Aims

Principal aim of Grove

Grove School is a learning community within the wider community of Market Drayton and surrounding areas. Working with a common purpose and through a climate of continuous improvement and development, we aim to encourage everyone in Grove to benefit from educational opportunities and appreciate the rewards of life long learning.

A fundamental principle is for all students to have equal opportunities to access a broad and balanced curriculum that takes account of individual needs.

The school is in an area where the majority of people do not meet or mix socially with people from ethnic minorities. This does not help our students prepare for life in a world of diverse cultures with continually changing social and economic environments.

How this policy is linked to our Vision, Values and Aims

We aim to ensure equality of education and opportunity. The promotion of social inclusion and equality and the elimination of discrimination are priorities for us. Our commitment is shown by the development of policy, our curriculum delivery and our emphasis on the care and well-being of all involved in the life of the school. Through working in partnership with our stakeholders we aim to maximise opportunity for all.

We are committed to treating everyone fairly and equitably. We respect and value diversity.

Linked school aims

Equality: To develop curricular and organisational practices which fulfil the comprehensive ideal of placing an equal value on the personal and academic development of each individual.

Attitudes: Everyone should be encouraged to develop as good community members and citizens demonstrating courtesy, honesty, responsibility and appropriate behaviour, valuing and respecting each other and the environment.

Values

Every individual matters and all should be given equal opportunities to fulfil their potential.

Success comes from working with one another and being prepared to work in partnership with our wider community.

At Grove we will build on existing practice by continuing to

- Follow the LA admissions policy
- Encourage, support and help all students and staff to reach their potential
- Proactively challenge any form of racial discrimination and promote equal opportunities and good race relations
- Make sure the Race Equality Policy and its procedures are followed
- Take any potential racist incidents as an opportunity to develop positive attitudes to racial difference by discussing the issues with all parties
- Monitor the progress and attainment of all students and specifically those from ethnic minorities
- Monitor school policies/implementation of Rewards and Sanctions for all students and specifically those from ethnic minorities
- Monitor the attendance of all students
- Monitor staff recruitment by following County procedures
- Monitor the professional development of all staff
- Develop partnerships with parents/carers and communities

Objectives

Teaching and Learning

All staff will:

- Recognise that teaching and learning styles, lesson content and relationships are important influences on student attitudes towards issues of racial equality
- Encourage students to take responsibility for their own learning and to foster positive attitudes to learning
- Ensure that high expectations are demanded from all students and that all students' contributions and needs receive the same level of attention
- Have a responsibility to develop appropriate resources for their subject

- Recognise that setting and monitoring of challenging targets for each student, is an integral part of inclusion
- Monitor through analysis of KS3, KS4 and Post 16 outcomes and through termly report data, students' outcomes by ethnicity to identify patterns of under-achievement and/or achievement beyond expectation.

Curriculum

Will be designed to:

- Be relevant to all students. It should interest and motivate them to achieve
- Use opportunities to reflect the interests of all
- Reinforce a positive school ethos
- Encourage students to question and evaluate information, recognise bias and look for alternative sources of information
- Address issues of stereotyping and challenge stereotypical attitudes and behaviour
- Use positive role models from the wider community

Resources

Will be selected to:

- Avoid stereotypes and caricatures of individuals and groups
- Realistically reflect the population of Britain today
- Show the achievements of all
- Enable students to empathise and regard issues from different perspectives

Environment

Will reflect:

- Positive attitudes towards all cultures

Recognising discriminatory behaviour

- Graffiti
- Verbal abuse
- Name calling
- Jokes / mimicry
- Rumour spreading
- Nasty notes
- Excluding behaviour
- Threatening behaviour
- Incitement of others

All such behaviours should be consistently challenged, whenever and wherever they are found. Staff should spend time with students to explain why this behaviour is unacceptable within the school community.

Acts of discrimination should be documented using the conduct log system, if the incident is particularly serious it should be passed to a member of SLT.

SLT will respond to any breaches of policy. In the case of students, parents will be contacted and warned that any student engaging in any discriminatory action will be punished through the school sanctions system. They will also be made aware that a report will be made to the LA. In the case of staff, a breach of the policy will be considered a disciplinary offence. An appropriate warning will be given and will be held on record.

Monitoring, review and evaluation

Monitoring

The school recognises the need to constantly record, monitor and review attainment data, broken down into recognised social groupings, in particular by ethnic origin. Data will be collected following school procedures.

SLT will monitor the following student data on a termly basis:

- Attainment
- Progress
- Exclusions
- Sanctions
- Rewards
- Attendance

SLT will identify any major difference between any ethnic group of students and will report those findings to Governors. Staff will be informed of the findings on a termly basis and Subject Leaders will be required to respond to any significant difference in student performance if relevant to their subject area.

Review

The policy will be reviewed on an annual basis. This will be reported to Governors and staff. Any suggested amendments or actions required as a result of the review will be presented to Governors for approval.

Reporting

It is a requirement to report racist incidents to County, procedures are in place for this. The number of racist incidents is reported to Governors at regular intervals.

Responsibilities

Governing Body

The Governors are responsible for:

- Making sure the school complies with the amended Race Relations Act 1976
- Making sure the Race Equality Policy and its procedures are followed

Headteacher

The Headteacher is responsible for:

- Making sure the Race Equality policy is readily available to the Governors, staff, students and their parents/carers and that they 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
- Taking appropriate action in cases of racial harassment and racial discrimination

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
- Keeping up to date with the law on discrimination and taking up training or learning opportunities
- Actively promoting this policy and setting a good example to others.

Students

Students are responsible for:

- Displaying awareness of this policy in their speech and behaviour towards all members of the school community.

Visitors and contractors

Visitors and contractors are responsible for:

- Knowing and following our Race Equality Policy

Availability

The policy will be put on the school system for staff to consult.

The policy will be available on the school website (currently preparations for this ongoing)

The policy will be available for parents/carers and other stakeholders on request from school.