



Race Equality Policy

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INVESTOR IN PEOPLE



RACE EQUALITY SCHEME

The Academy's Aims, Values and Commitment to Racial Equality

Race equality is important to the ethos and core values of the Academy. To establish and maintain this, the Academy is fully committed to:

- ensuring that all students have equality of opportunity to achieve according to their full capabilities, regardless of their ethnic background
- valuing equally all members of the Academy community
- promoting positive attitudes towards life in a multi-cultural, multi-ethnic and multi-faith society and celebrating cultural diversity
- combating racial harassment and racial discrimination and challenging racism in all its forms
- equipping students with the knowledge, understanding, skills and attitudes to recognise and challenge examples of racism that they meet in their lives
- establishing a close partnership with parents and the local community, with sensitivity and openness to the experiences, aspirations and perspectives of those of ethnic minority background.

In fulfilment of this commitment, the Academy recognises the general duty of its Board of Trustees, through the Executive Board, under the Race Relations (Amendment) Act 2000:

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

The Academy recognises that minority ethnic groups exist and that the Academy has a diverse and multi-cultural intake of students.

In implementing this policy and monitoring its impact, the Academy will make reference to the Commission for Racial Equality publication, "Learning for All", and other sources of reference in this area.

The policy will be shared with staff and the Executive Board as well as being made available to parents. All new parents will be made aware of this policy and the Academy's commitment to race equality. This commitment will also be referred to in the Academy Prospectus.

The Academy's context

The Academy admits inner city students of all abilities to enable them to succeed regardless of their academic, social, economic, racial and ethnic backgrounds. The Academy population is such that half of all students come from ethnic minority backgrounds and therefore race equality is fundamental to the success of the students and the Academy.

In particular, the Academy will:

- ensure those from ethnic minorities are neither victims of racism nor experience any form of isolation and/or marginalisation
- recognise the particular need to train all members of the school community to avoid negative and stereotypical assumptions about those from ethnic minority backgrounds
- understand the importance of recognising the significance of and responding to cultural, linguistic and "racial" differences in striving to ensure to achieve equality of opportunity for all.

Leadership, Management and Governance

The Executive Board is responsible for:

- ensuring that the Academy complied with Race Relations legislation
- ensuring that the policy and its related procedures and strategies are implemented.

The Principal is responsible for:

- ensuring that the policy is implemented on a day-to-day basis
- ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- taking appropriate action in any cases of racial discrimination.

All staff are responsible for:

- dealing with any racist incidents, and knowing how to identify and challenge racial bias and stereotyping
- promoting racial equality and good race relations and not discriminating on racial grounds

Dealing with Racist Incidents

- The Academy adopts the definition of a Racist Incident recommended by the report of the Inquiry into the murder of Stephen Lawrence (the Macpherson Report), which quite simply is:
“any incident which is perceived to be racist by the victim or any other person”.
- The Academy will fulfil its statutory obligation to keep a formal record of all racist incidents and to report on the nature and frequency of any racist incidents annually to the Executive Board, including reporting when no such incidents have been recorded during the year.
- The Academy will take every possible step to support the victims of racial harassment.
- All racist incidents will be regarded as a serious matter. Sanctions for students will be set out in the Academy’s Behaviour Management Policy and include the possibility of student exclusion. Any example of racism perpetrated by a member of staff will be treated as a serious disciplinary matter and will be investigated as such in line with the Staff Discipline and Dismissals Policy.
- The Academy will take all possible steps to establish a climate in which all members of the school community have the confidence to report racist incidents and will ensure that all staff receive training in defining and responding to racist incidents.

Other Actions to ensure Race Equality

To promote the knowledge, understanding, skills, values and attitudes necessary for racial equality and the elimination of racism, the Academy will:

- use opportunities within the curriculum, extra-curricular activities and assemblies to promote positive attitudes towards cultural and ethnic diversity and differences
- provide opportunities within the curriculum, appropriate to students’ ages and attainment, for students to understand and recognise racism and to challenge the myths and negative stereotypes that underpin racism and racist attitudes
- ensure that learning resources are not used which reproduce and reinforce negative stereotypes of people of ethnic minority backgrounds or of communities in the “Third World”

- make use of the curriculum, extra-curricular activities, learning resources and assemblies to positively affirm the cultural and religious identities of all students, including those from minority ethnic and faith communities
- regularly monitor the curriculum to ensure that these learning opportunities are in place

To ensure that all students achieve their best, according to capabilities and regardless of ethnicity, the Academy will:

- monitor the achievement of students of ethnic minority background to ensure that they are achieving according to their full capabilities, taking appropriate action where underachievement is identified
- ensure that assessment activities and tasks are not culturally biased so as to discriminate against any student or group of students
- ensure that teachers' expectations and teaching styles and strategies provide equal opportunities for all students to achieve according to their full capabilities
- ensure that all students have equality of access to the curriculum, including those for whom English as an Additional Language
- maintain and develop a positive valuing of linguistic diversity, celebrating the achievements of pupils who are multi-lingual; the Academy will ensure that any student for whom English is an Additional Language, and who has not yet achieved a functional level of English, is appropriately supported to gain access to the curriculum rather than treated as having a learning difficulty
- monitor the impact of the Academy's behaviour policy and system of rewards and sanctions on students according to ethnicity (where appropriate, according to the composition of the student population)
- record and monitor all student exclusions by ethnicity
- listen to the views and experiences of ethnic minority students as part of the monitoring of this policy
- monitor student grouping, including setting arrangements, to ensure that they do not disadvantage students of ethnic minority background
- ensure that religious and cultural differences are fully recognised in meeting the needs of all students

Strategic Development and Review

The Executive Board of the Academy will meet its requirement under the Race Relations (Amendment) Act 2000 to ensure that the impact of the policy is regularly reviewed through the Academy's arrangements for policy review and self-evaluation.