

Race Equality Policy



Background

Pillowell School is part of a small rural community in the Forest of Dean. This is an area that has people with their own distinctive culture, warmth, humour and dialect. Starting from this position we want our children to grow knowing that differences exist between people but helping them to appreciate and enjoy the rich variety of the human race.

Although we have a largely uniform background, we recognise the rich diversity of culture that makes up our society. Britain is a country with a population that is multi-racial, multi-lingual and culturally diverse and we will endeavour to reflect this in the curriculum on offer, the responses we employ and the ethos of our school.

Tolerance, self-respect and empathy for others are vital elements in every healthy humane society. Our central aim must be to provide a balance and genuine equality of educational opportunity for all our pupils.

Scope of the Policy

This policy covers all aspects of the work of the school including:

STAFF

Recruitment and retention

1. jobs are advertised to encourage the widest pool of applicants and to ensure fair and equal treatment
2. staff and governors will receive regular racial equality and equal opportunities training to ensure the avoidance of unlawful discrimination
3. all job applications, appointments and staff leavers will be monitored by the racial committee where appropriate.

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Pay and rewards

Where relevant the profile of staff in post will be monitored by the Racial LA group to take account of:

- a) distribution of grades
- b) full/part-time status
- c) permanent/temporary contract
- d) length of service

- the take up of **training and professional development** will be monitored
 - **performance management** (where it becomes relevant)
- 1) the process will be subject to routine monitoring by the racial committee
 - 2) performance objectives set will recognise and take account of race equality implications
 - 3) the process will be reviewed to ensure that it does not discriminate on grounds of racial group, ethnicity or colour.
 - a. All staff are **consulted and involved** in the implementation of the policies of the school.

Grievance and Disciplinary Matters

1. the outcomes of the grievance and disciplinary procedures will be monitored with regard to racial equality
2. the number of incidents of racial and other forms of harassment of staff will be monitored by the racial committee
3. arrangements for reporting racial incidents, supporting victims and dealing with perpetrators are reviewed regularly

PUPILS

Admissions and attendance

1. the operation and admissions policy is reviewed to ensure that the criteria used is non-discriminatory
2. when relevant, the attendance patterns will be monitored by racial group and the data used to target intervention to particular groups of students

Teaching, learning and curriculum matters

1. racial equality and cultural diversity implications are taken into account in the organisation and delivery of the curriculum
2. curriculum resources are being developed to ensure that they are reflective of the ethnic and cultural diversity of the population
3. the curriculum is reviewed in terms of its appropriateness and relevance to all students

Progress, attainment and assessment

1. all pupils are encouraged to achieve the highest standards
2. the school will (when relevant) monitor and review progress and attainment trends in terms of racial equality and identify actions to address any disparities

Personal development and pastoral care

1. the school talks to pupils to find out their needs and opinions

Behaviour, discipline and exclusions

1. the policy and procedures for managing pupil behaviour are reviewed to ensure that they are fair to all groups of pupils
2. behaviour patterns and trends are subject to on-going monitoring
3. the use of praise/reward systems and sanctions are monitored as part of the behaviour policy

Racial harassment

- 1) arrangements for reporting racial incidents, supporting victims and dealing with perpetrators are reviewed regularly
- 2) the number of racial incidents are monitored by the Headteacher

OTHER BODIES

Governors

- 1) the governors will review this policy annually
- 2) the governing body encourages representation from all racial groups

Parental consultation and involvement

- 1) parents/carers are encouraged to be involved in supporting their child's learning
- 2) attendance at parents evenings is monitored and when relevant, this will include by racial background
- 3) information is presented in an accessible way and will include translations where appropriate
- 4) parents/carers have access to the policies in the school and their input/opinions are welcome

RESPONSIBILITIES

Governing body

Responsibility for this policy and its effective implementation rests with the governing body. The governing body will:

- adopt and review this race equality policy

- review policies covered within the scope of the race equality policy
- monitor and evaluate the operation and impact of the Race Equality Policy and its impact on other policies
- provide/plan for, the resources and support structures needed to ensure the effective implementation of the policy within the financial constraints of the budget.
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A nominated governor has been appointed to oversee the effective implementation of the Race Equality Policy and to report on issues to the whole governing body.

Headteacher

Under the terms of this policy, the governing body have chosen to delegate the day to day responsibility for the management of the policy to the headteacher who will have such responsibilities as deemed appropriate to:

- ensure the effective implementation of the policy
- communicate the policy and its implications to staff, pupils, parents and other bodies
- organise the delivery of relevant training for staff
- monitor and report on the operation of the policy
- take any remedial actions as required

Staff

The race equality policy applies to all staff.

Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy, such as the investigation of reported incidents of racism or racial harassment

Staff will be consulted on the implementation of the policy through the normal procedures that apply.

Pupils/students

The race equality policy applies to all pupils/students, regardless of whether they receive some or all of their education at the school.

Parents/carers and other persons

All parents, visitors, contractors and any other persons are expected to comply with the race equality policy.

PUBLISHING

A copy of the policy will be available for general review. Parents will be notified of the policy through a newsletter. The headteacher, the chair of governors and the governors will be responsible for the publication of the policy.

Special formats, such as other languages, Braille or tape recordings of the policy will be available when, where and if required.

The governors annual report and the school prospectus will promote the policy. New staff will be made aware of the policy at induction.

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TRAINING AND DEVELOPMENT

We will review the training and development needs of governors as part of the annual process of reviewing the race equality policy. All governors will be expected to undertake an induction programme to ensure they are aware of the content of the race equality policy and its implications for the work of the governing body. The training and development needs of staff will be considered as part of arrangements for performance management.

BREACHES OF THE POLICY

Breaches of the policy will be dealt with in accordance with the disciplinary provisions set out in the relevant LA document.

RACIST INCIDENTS

Racist behaviour will not be tolerated and will be dealt with through established discipline procedures.

All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to the Headteacher.

We will monitor and report on the number of racist incidents on a regular basis.

ACTION PLAN

We will draw up and action plan for the implementation of the race equality policy. The action plan will include details of:

- race equality objectives
- timescale for implementing each objective

- success criteria
- resources available

RELATIONSHIP TO OTHER POLICIES

The race equality policy applies to all other policy areas and these will be reviewed to ensure that they include explicit race equality objectives.

MONITORING AND REVIEW

We will undertake regular ethnic group monitoring as and when this becomes appropriate for the purpose of evaluating the impact of the race equality policy.

We recognise the complex and sensitive nature of the ethnic group data and respect the rights of the individual to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. We will also ensure that information about an individual's ethnic group is treated in confidence and strictly for the purpose of monitoring the operation and impact of the race equality policy. Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and confidential and its collection and use will comply with the provision of the Data Protection Act 1998.

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We recognise that some individuals may be reluctant to record their ethnic group and others may refuse to do so. That is their right. No attempt will be made to lobby individuals to provide the ethnic group data to the school or to amend the ethnic group as recorded by an individual pupil/parent or member of staff, or to classify the ethnic group of individuals where they have failed or refused to do so.

We will follow the arrangements set down by the LA for collecting ethnic group information to be used to monitor the operation and impact of the race equality policy.

Race equality information will be considered by the governing body on a termly basis.

The race equality policy will be subject to an annual review by the governing body.

All other policies will be reviewed in accordance with the terms set out in each policy. Reviews of other policies will consider the race equality impact of the same.