



BEECHEN CLIFF

RACE EQUALITY POLICY

Rationale :

The Race Relations (Amendment) Act 2000 placed a legal duty on schools to promote race equality and the “Every Child Matters” Agenda also promotes equality.

Beechen Cliff School is committed to raising the achievement of all pupils and students, and this includes pupils and students from ethnic minorities. All staff have a role in raising achievement and the Senior Management Team encourages an ethos in which :

- diversity is welcome and differences are positively acknowledged and respected;
- equality of opportunity underpins all decisions and practices;
- there is respect for all young people, parents and communities;
- there are high expectations of all pupils and students and a willingness to understand and challenge stereotypes.

The School appreciates that ethnicity, culture, language and religion are vital elements in any child’s identity and self-worth. Beechen Cliff School is opposed to all forms of racism, including those forms directed against individuals and groups on the grounds of their colour, racial group, culture, ethnicity or national origins.

Aims :

Beechen Cliff School will :

- promote equality of opportunity and good race relations in all aspects of school life;
- educate pupils about a culturally and racially diverse society and work;
- promote understanding and tolerance towards diversity;
- monitor the impact of the School on minority groups by analysing data on achievement, behaviour and attendance;
- assist all pupils and students from minority groups to achieve their full potential.

Guidelines :

Our aims will be implemented through each of the following :

a) Leadership and Management

The Governing Body will ensure that the School complies with its duty under the Race Relations (Amendment) Act 2000 and that its Policies, related strategies and procedures are implemented, monitored and resourced.

The Pastoral Team Line Manager will be given day-to-day responsibility for managing the Race Equality Policy across the School and for dealing with specific racist incidents. All staff will be responsible for dealing with racist incidents, challenging racial bias and stereotyping, promoting racial equality. They will be kept up to date with Race Relations legislation through Inset.

All pupils will be covered by the Policy and will be consulted on it through our Citizenship/PSHE programme.

b) Curriculum

Curriculum content and delivery will be inclusive and will challenge stereotypes. It will meet the needs of all its pupils and so provide the best possible environment in which each may achieve his or her full potential, spiritually, intellectually, emotionally, morally, socially and physically. The School will help pupils to understand what prejudice means, how discrimination occurs and how they can take a personal stand against all forms of racism.

c) Progress, Attainment and Assessment

These will be monitored to ensure that all pupils will have equality of opportunity and expectations. There will be monitoring by ethnic or racial groups for attainment and progress (including SEN and Gifted and Talented) and this information will be used to set future targets.

d) Behaviour, Discipline and Exclusion

These procedures will be fair and consistently applied to all groups to ensure there is no racial bias. Patterns and trends will be monitored and consideration given to the needs of pupils from all racial and ethnic groups.

e) Admissions, Appeals and Attendance

These policies and procedures will be fair and just, reflecting the balance of the local population and where faith commitment is asked for will include a fair proportion of those committed to faiths other than Christianity. These procedures will also be monitored.

f) Teaching and Learning

The aim is to give all pupils the opportunity to succeed to the highest level of personal achievement, to contribute fully and to feel valued. Teaching and learning will value cultural diversity, challenge stereotypes and allow pupils to recognise prejudice and reject discrimination. It will provide opportunities for pupils to maintain links with their own culture, while at the same time appreciating cultural diversity;

g) Pupils Personal Development and Pastoral Care

Individual support and guidance will take account of personal and cultural needs specific to particular ethnic groups. Parents will be involved in matters relating to support and guidance for their child.

h) Staff Recruitment and Professional Development

All posts (in the School) will be advertised so as to attract a wide pool of applicants and appointments made with due regard to having a broad cross-section of the local community represented in school both as paid staff and volunteers. All staffing procedures (such as pay, performance management, grievance and discipline) will be reviewed and enacted with regard to the Race Equality Policy.

i) Partnership with Parents, Carers and Communities

All parents/carers will be welcomed and actively encouraged to become involved with their child's school and to share with the school their background, culture and their aspirations for their children. Information about their child's progress in school generally will be made available and accessible to all by a variety of means (e.g. by providing an interpreter when necessary)

Breaches of the Policy

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

Response to Racist Incidents

Racist behaviour will not be tolerated and will be dealt with promptly, firmly and consistently through the relevant established procedures.

All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to the relevant member of the Senior Management Team.

Breaches of the code will be dealt with in a clear and transparent way. Emphasis will be on arbitration rather than discipline, providing immediate continuous support for those suffering the racial abuse and providing help, counselling and support for those exhibiting anti-racial behaviour.

Pupils, in particular, will be encouraged to report any and every such incident. However, any member of the school community may and should report a racist incident whether or not they are directly affected by it personally. It will be made clear to pupils and parents/carers how incidents have been dealt with.

All racist incidents and complaints of racial discrimination and harassment against staff and against pupils will be formally recorded (see Appendix 1) and investigated within a specified time, and reported to the Governing Body and Local Authority.

The Pastoral Team Line Manager is the designated teacher with responsibility for this Policy and will work with Heads of Houses and SENCo, as well as outside agencies.

The Policy will be reviewed every three years.