

Ashfield School



RACE EQUALITY POLICY STATEMENT 2016 - 2019

Mission Statement

At ASHFIELD School we are committed to ensuring equality of education and opportunity for staff, students and all those receiving services from the school, irrespective of race or ethnicity. Our vision is to support and challenge all learners to fulfil their potential now and in the future. The achievements of all students will be monitored on the basis of ethnicity and we will use this data to raise standards and ensure inclusive teaching. We will aim to provide our students with a firm foundation which will enable them to fulfil their potential, regardless of ethnicity. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under the legislation. At ASHFIELD School we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Guiding Principles

Ashfield School has a duty of care under the Race Relations (Amendment) Act 2000.

In fulfilling the duties listed above, we are guided by three principles:

- Every student should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stage of their life and education.
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every student should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

We are committed to:

- Promoting equality of opportunities for all
- Promoting diversity as a source of enrichment and strength
- Developing a curriculum that is inclusive and accessible to all
- Ensuring that students and staff recognise that discrimination on the basis of colour, culture or faith is unacceptable

We ensure that our aims and guiding principles apply to the full range of our policies and practices in line with Nottinghamshire LEA.

Identifying Racist Behaviour

The County Council has adopted the definition recommended by the Stephen Lawrence Inquiry:

A racist incident is any incident which is perceived as racist by the victim or any other person

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This removes any doubt or ambiguity over whether an incident should be recorded as racist. Racist behaviour could involve any of the following activities:

- a. verbal abuse and threats;
- b. racist graffiti;
- c. provocative behaviour such as wearing racist badges or insignia;
- d. racist comments in the course of discussions;
- e. ridicule of an individual's cultural differences, eg, food, music, dress, language, telling of racist jokes, etc; bringing racist materials such as leaflets, comics or magazines into the institution;
- f. attempts to recruit other pupils and students into racist organisations;
- g. physical assault which is racially motivated;
- h. damage caused to a person's property which is racially motivated;
- i. incitement of others to behave in a racist way;
- j. refusal to co-operate with other pupils because of their race.

Prevention of racism

Ashfield school is committed to promoting racial tolerance and defusing any underlying racial tensions within the school. This includes a close examination of the curriculum itself, including, in particular, citizenship. The school's arrangements for personal, social, health and emotional development, and for pastoral care, discipline and supervision is also accounted for with regard to the race equality policy. **The Commission for Racial Equality recommends that all schools should designate a named teacher with overall responsibility for dealing with racist incidents.** Ashfield school designates HUN/HT.

The National Curriculum (1999) exhorts teachers to create an effective learning environment where:

- the contribution of all pupils is valued;
- all pupils can feel secure and are able to contribute appropriately;
- stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability;
- pupils learn to take responsibility for their actions and behaviour both in school and in the wider community;
- all forms of bullying and harassment, including racial harassment, are challenged.

Achievement and the School Curriculum

The key principles of recognition, inclusion and celebration will underpin the promotion of race equality through the curriculum, in order to raise achievement. The curriculum should develop the potential of all members of the school community to the fullest possible extent, overcoming any obstacles or barriers to success.

- Where possible, curriculum content and achievement will recognise diversity, reflect our multicultural society and draw positively upon a variety of cultures
- Linguistic diversity will be seen as a positive asset
- We will regularly review the curriculum and enrichment activities for issues of access, including for linguistic, social, religious or other reasons. Where appropriate,

provision will be made to support students through, for example, EAL teaching, sensitivity to matters of religious difference, teaching and grouping strategies, parental communication and support

- We will seek opportunities to create and utilise positive role models, and celebrate curricular achievement
- We will monitor race equality in curricular outcomes, for example, examination results, attitudes towards school, participation in enrichment activities, entry into further and higher education, and employment.
- Assemblies and other whole school events will promote and celebrate cultural events.

Pastoral Care and Guidance

Each member of our community should feel safe, valued and secure that race equality will be sustained by active pastoral care and guidance, in order to create and maintain a positive school ethos.

- Race equality will be explicitly promoted through students' PDE lessons, and implicitly through the relationships developed between peers and staff and the wider community
- Names will be recorded accurately and pronounced correctly in registration processes. Tutors and teachers will encourage students to accept and respect names from other cultures
- All members of the community will take care to recognise and respect cultural differences in every day interaction
- If prejudice and discrimination occur, it will be treated seriously. Staff and students should be aware of possible cultural assumptions and bias in their own attitudes
- Racism is deliberate and completely unacceptable: symbols, badges, and insignia on clothing and equipment are forbidden in school. Racist incidents are fully investigated and logged separately from other disciplinary transgressions in line with Nottinghamshire LEA policy

Management and Organisation

People are our most valuable resource. In promoting race equality we are committed to recognising this and ensuring that:

- all staff and governors receive training on the general and specific duties of the Race Relations and Amendment Acts, and on how to prevent discrimination, encourage respect for people whatever their background, and promote good relations between them
- recruitment procedures, including advertisements, short-listing and interviews are free from discrimination; career and professional development opportunity, including promotion, performance management, transfer or training are free from discrimination; staff dismissals, and grievance or disciplinary action are free from discrimination
- our admissions policy is informed by race equality and equal opportunities legislation and does not permit discrimination on the grounds of ethnicity
- monitoring data is collated on the ethnicity of all staff and students in relation to the above

- where appropriate or helpful, the school will promote race equality through its arrangements for accommodation or display.

Religious Observance

- We respect the religious beliefs and practices of all staff, students and parents, and comply with all reasonable requests relating to religious observance and practice.

Responsibilities

The governing body is responsible for ensuring that the school complies with legislation and that this policy and its related procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy, for ensuring that all staff are aware of their responsibilities and are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur, to know how to identify and challenge racial and cultural bias and stereotyping, and to incorporate principles of equality and diversity in all aspects of their work.

All racist incidents should be reported to AL (student incident) or HUN/HT (staff incident). All reported incidents will be dealt with in accordance with guidelines from the LA. Racist Incident Referral forms will be completed and forwarded to the LA for purposes of recording and monitoring. We will keep a log of all Racist incidents in school.

Breaches of the Policy

Breaches of the policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and governing body.

Monitoring and Evaluation

We collect study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

The school's focus will be a commitment to tackling racial discrimination and promoting equality of opportunity and good race relations.

In assessing the impact of our race equality policy, we will question whether:

- The school helps all its students to achieve as much as they can, and get the most from what is on offer, based on their individual needs?
- Certain groups of students are not achieving as much as they could and why not?
- The school is making sure that its policies are not having an adverse impact on students, parents or staff from different racial groups?

General Data Protection Regulation

All data within this policy will be processed in line with the requirements and protections set out in the General Data Protection Regulation.