



Race & Equality Policy

Policy Devised: 22 May. 02
Adopted: 17th March 2016
Review: March 2017

1. Aims of this policy

- This policy supports the aims of the school in that it seeks to promote the welfare of all students and their academic achievement, regardless of their ethnic background.
- This policy seeks to set out how the school will respond to incidents of racism, offering appropriate support to students, parents and carers within the school community.
- The policy will also clarify the support given to minority ethnic members of staff.
- The policy aims to meet the requirements of the Race Relations (Amendment) Act 2000.

2. Statement concerning racism

Racism is defined by the school as:

- attitudes and actions directed against a person by virtue of the fact of their colour, culture and/or ethnicity in such a way as to hurt another or to engage in stereotyping.

A racial incident is any incident regarded as such by the victim or anyone else. Under recent legislation it is no longer appropriate for such allegations to be dismissed because the incident is judged by the school not to be racially motivated

The school believes that racism is wrong and it will not tolerate racist attitudes among its staff, students or those who visit the school. Staff, when they encounter it or when it is brought to their attention, will always

challenge racist attitudes and behaviour. Students should also challenge racist attitudes and behaviour. The school will not tolerate racist taunting or bullying and in certain cases will contact the police, especially if parents are involved.

It will be noted that Gypsy Roma Travellers and other minority groups are included here in the definition of an ethnic minority.

Governors and teachers will be aware that there are some people in Cornwall who identify themselves as racially and/or ethnically Cornish. Governors and teachers should be sensitive to those feelings.

3. Statement about positive multi-cultural and anti-racist education

The school, through its basic curriculum, seeks to recognise the multi-cultural nature of Britain in the 21st Century. The school regards a multi-cultural society as a positive feature of modern Britain, one that celebrates a rich cultural diversity. As part of the curriculum entitlement for all students there will be work focusing on living in a multi-cultural society and the need to combat racist attitudes and discrimination.

Responsibilities:

Governing Body:

The governors are responsible for:

- Making sure the school complies with the amended Race Relations Act 12976 (the Act); and
- Making sure the Race Equality Policy and its procedures are followed.

Academy:

The Principal is responsible for:

- Making sure the Race Equality Policy is readily available and that the governors, staff, pupils and their parents and guardians 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; and
- 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; and
- Keeping up to date with the law on discrimination, and taking up training and learning opportunities.

Staff with Specific Responsibilities

A senior member of staff, the Principal, and a named governor, Frank Baker, are responsible overall for:

- Coordinating work on race equality; and
- Dealing with reports of racial incidents.

Visitors and Contractors

- Knowing, and following, Pool's Race Equality Policy.

4. Combating racism – behaviour management

The schools Behaviour Management Policy and Anti-bullying Strategy directly cover racism and racist attitudes. Nevertheless, the school recognises that racist attitudes and bullying often go on unreported. Therefore the school, with the consent of minority ethnic parents, will:

- monitor minority ethnic students in such a way as to find out what sort of attitudes they have encountered or bullying using racial taunts has happened
- act on the finding of the monitoring exercise, if issues exist
- report to parents on any action taken in light of the monitoring that has taken place
- complete the diversity discrimination reporting form and send it to the Complaints Officer, Room 441, Education Department, County Hall, Truro, TR1 3AY.

The form tutor, the SENDCO and the Learning Facilitator linked with Gypsy Roma students will monitor minority ethnic students continually with any incidents being reported to the school's senior management and Student Guidance immediately for appropriate action. Where it can be established that an incident had a racist element the school will ensure that it lets all concerned know that it will not tolerate racism.

5. Combating racism – public statements

The school will make known its commitment to combating racism in the following ways:

- The school's prospectus will contain a clear statement about the

unacceptability of racism and racist attitudes, whether exhibited by staff, students or parents.

- Each year the number of reported racist incidents will be published on the website.
- The home/school contract will include the unacceptability of racial abuse or racially motivated behaviour (this is being addressed).

6. Monitoring minority ethnic students' achievement

The school monitors the attendance, exclusions, inclusions, C3s and attainment of minority ethnic students. The school tracks individual minority ethnic students using shared data and internal assessments data to measure progress against that expected for all students in the school. Where concerns about the progress of minority ethnic students arise the school will seek the most appropriate intervention in consultation with parents.

Teachers will be alert to early signs of disaffection or a drop in attainment or progress. When this happens the SENDCO will be alerted and an intervention will put in place to ensure that progress is resumed and attainment is at the level expected.

The school will assess all minority ethnic students for their proficiency in English.

The Principal will report to the Governing Body on the attainment of minority ethnic students on an annual basis.

7. Working with parents

The school will take positive measures to support the parents of ethnic minority students.

- At parent consultation evenings the form tutor will bring up the issue of racism to see if any issues have been picked up by the family and not reported in school. If there is evidence that a student is experiencing racism at school but not reporting it to teachers action will be taken and the parents will be informed of the action taken in light of the information given. HoH will monitor with tutors.

Where there is a language barrier for the parents the school will solicit support and seek the assistance of an interpreter.

8. School Visits and visitors to Cornwall

The school recognises that many of its students have little contact with racial minorities and therefore:

- When going on trips students will be reminded of their responsibility to act appropriately. The issue of living in a multi-cultural society will be brought-up and students reminded that racial abuse or the exhibiting of

racist attitudes will be dealt with severely by the school.

- When studying about Cornwall, its history and geography, mention will be made of the different sorts of people who come to visit the county. It will be made clear that racism is unacceptable and that we have a duty of hospitality to all those who come here on business or for a holiday.

9. Exclusions/Inclusions/C3s/Attendance

The school upholds a policy to support and intervene with all students concerning attainment, exclusions, inclusions and detentions/attendance.

10. Minority ethnic staff

Cornwall has long had staff from ethnic minorities and sometimes they feel particular levels of isolation and lack of support. Some of these staff have experienced racism from pupils, parents, colleagues and the communities in which they live. The governing body has a responsibility to support all their staff, along with professional bodies, and will support minority mentoring for those who wish to use it.

The school welcomes applications from all qualified staff irrespective of gender, race, ethnicity or sexuality for posts advertised by the governors. When staff from ethnic minorities are appointed they will have the opportunity for ethnic minority mentoring.

The Principal will speak to ethnic minority staff about the issue of race as part of an annual review.

11. Reporting, monitoring and evaluation

The Principal will monitor the effectiveness of the policy on an annual basis. This will be done in the following ways:

- Monitoring the number of incidents with a racial element
- Monitoring the effect of PSHE which has had a focus on combating racism
- Talking with the parents of minority ethnic students to ensure they are happy with the workings of the school's policy
- Talking with minority ethnic students to ask them how they feel the policy is working
- Talking with minority ethnic members of staff on the workings of the policy

All racially motivated incidents will be reported to Cornwall Council annually and if no incidents occur during the year Cornwall Council will be sent a nil return.

The number of reported incidents will be published annually on the school website.

12. **Conclusion**

This school will ensure that it is doing its best to challenge racist attitudes and behaviour. This is not only a legal duty it is a moral duty of all involved in education to help build a better future for all citizens of Cornwall and Britain.