



the *King's*
school

specialising in maths and computing

Race Equality Policy



RACE EQUALITY POLICY

1 Policy Statement

The King's School recognises and acknowledges that under Equality Act 2010 it has a general duty to

- 1) Promote equality of opportunity**
- 2) Promote good race relations**
- 3) Eliminate unlawful racial discrimination.**

In order to help us meet the general duty, The King's School, has a number of specific duties imposed on it, including a duty to prepare and maintain a written Race Equality Policy and have it readily available at all times. The policy aims to meet the general duty and further promote awareness of all aspects of inequality and prevent any discrimination against members of its community.

2 Purpose

This policy aims to ensure the general duty is met and that The King's School should continue to systematically implement racial equality and good practice across all areas of school life. We believe that the policy will not only help school to promote good race relations more effectively, but also help to tackle and avoid any racial discrimination.

3 Scope

The policy will cover the school and its community and any risk of significant disruption through racial disharmony or discrimination. The policy will apply to any incident deemed to be a racial incident by the victim, the perpetrator or any accredited witness.

4 Responsibility

Staff - All staff, contractors and agency staff are expected to abide by the terms of the Policy.

Students - It is the responsibility of the Tutors to ensure this Policy is explained, where applicable, to students in tutorials. All School staff hold a responsibility for ensuring that students comply with the terms of this policy.

Visitors - Visitors to the School are expected to abide by the terms of this Policy and its definitions.

5 Publicity

A statement regarding the Race Equality Policy will be made on publicity materials, all new staff and students recruited to the School will be made aware of it. The policy will be posted on the Shared (G) drive of the School's website.

General guidance

This policy reflects the general and specific duties on schools as detailed in The Equality Act 2010. This policy must be read in conjunction with other related school policies - Equality and Diversity, Positive Discipline for Learning, Anti-bullying, Bullying and Harrassment, Special Educational Needs & Disability Policy.

The General Duty requires us to have due regard to the need to:

- Eliminate racial discrimination;
- Promote equality of opportunity;
- Promote good relations between people of different racial groups.

The specific duties require us to:

- Prepare a written policy on racial equality;
- Assess the impact of our policies, including this policy, on students, staff and parents of different racial groups including, in particular, the impact on attainment levels of these pupils;
- Monitor the operation of our policies through the impact they have on such students, staff and parents, with particular reference to their impact on the attainment levels of such students.

1. Aims of the Race Equality Policy

Specifically The King's School is committed to:

- Ensure that both students and staff are encouraged and able to achieve their potential regardless of any disability, race, age, gender, sexual orientation, religion, language and asylum or refugee status;
- Create an ethos in which students and staff feel valued and secure;
- Build self-esteem and confidence in our students, so that they can then use these qualities to influence their own relationships with others;
- Having consistent expectations of students and their learning;
- Challenge racism and celebrate diversity;
- Promote good relations between different cultural groups within school and within the wider community;
- Work in partnership with all students, staff, parents, Governors and visitors to ensure that their rights are protected, their needs met adequately and that they feel welcomed and valued within the school;
- Ensure that race equality is an integral part of all planning and decision making;
- Ensure that our teaching takes into account the learning needs of all students through our schemes of work and lesson planning;
- Ensure that issues related to racism and race equality are recognised across all school activities
- Remove or minimize barriers to learning, so that all students can achieve;
- Actively tackle racial discrimination and promote racial equality through our School Prospectus, School Website and VLE, newsletters to parents and displays of work;
- Regular consultation with parents/carers and members of the local community, so that they are well informed of our policy and procedures;
- Make clear to our students what constitutes aggressive and racist behaviour;
- Identify clear procedures for dealing quickly with incidents of racist behaviour;
- Make students and staff confident to challenge racist and aggressive behaviour.
- Monitor exclusion to ensure that there are no disparities in rates of exclusion across various racial groups.

2. Leadership, Management and Governance

Governing Body

The Governing Body will:

- Agree a Race Equality Policy and ensure the school fulfils its obligation under the Equality Act 2010;
- Ensure that the Headteacher provides a report on the implementation and impact of the policy and related procedures to the Governing Body on an annual basis;
- Ensure that race equality issues are considered whenever schools policies are reviewed ;
- Ensure that the school sets race equality targets which are incorporated into the School Development Plan;
- Ensure that all personnel policies and procedures provide equal opportunities for people of all racial groups.

Headteacher and Senior Leadership Team (SLT)

The Headteacher and Senior Leadership Team will:

- Ensure that all staff are kept up to date with legislative requirements, and staff are aware of their responsibilities under the policy. Also ensure that all staff are given appropriate training and support to fulfil their responsibilities, which may be organised/provided by school and/or LA;
- Take appropriate actions against students and staff who racially discriminate, including disciplinary action;
- Identify a named member of staff responsible for equality of opportunities, including race equality;
- Ensure that all staff are aware of procedures for reporting and recording of incidents of racism and racial discrimination, and are aware how to identify and challenge racial bias and stereotyping ;
- Ensure that students from all racial backgrounds are included in all activities and have full access to the curriculum;
- Ensure that the Governing Body receives regular reports on progress on implementation of the Race Equality Policy and related procedures, both Governors and LA are kept informed of all racist incidents.

All Staff

All staff will:

- Be aware of the school procedures for dealing with racist incidents;
- Know how to challenge racial bias and stereotyping;
- Be required to keep themselves up-to-date with Equality Legislation;
- Be required to attend appropriate training and information events on race equality organised by the school or LA.

All Teaching Staff

- Will be responsible for ensuring that students from all racial groups are included in all activities and have full access to the curriculum;
- Will be responsible for promoting race equality and diversity through teaching and through relations with students, colleagues, parents and the wider community.

3. Teaching and learning style

We aim to provide all our students with the opportunity to succeed, and to reach the highest level of personal achievement. To do this, teaching and learning will:

- Ensure equality of access for all students and prepare them for life in a diverse society;
- Use materials that reflect a range of cultural backgrounds, without stereotyping;
- Promote attitudes and values that will challenge racist behaviour;

- Provide opportunities for students to appreciate their own culture and celebrate the diversity of other cultures;
- Seek to involve all parents in supporting their child's education;
- Provide educational visits and extra-curricular activities that reflect all student groupings;
- Take account of the performance of all students when planning for future learning and setting challenging targets;
- Make best use of all available resources to support the learning of all groups of students.

4. Tackling racial harassment

Any incident of racial harassment is unacceptable in our school. Incidents could include, but are not limited to, physical assault, verbal abuse, damage to a student's property or lack of co-operation in a lesson, due to the ethnicity of a student. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- Stop the incident and comfort the student who is the victim;
- Reprimand the aggressor and inform the victim what action has been taken;
- If the incident is witnessed by other students, tell them why it is wrong;
- Report the incident to the Headteacher or member of SLT and inform them of the action taken;
- Inform the class teacher(s) of both the victim and the aggressor, then record what happened in the incident book (kept in the student services office);
- Inform both sets of parents, if appropriate.

Visitors and Contractors

- The School Governors and the Headteacher will ensure that any school visitor or contractor understands and complies with the School's Race Equality Policy.

5. Policy Planning and Development

Race equality is an explicit element of the school's policy and planning development process.

This Race Equality Policy will assist the school to assess the effectiveness of all existing policies and procedures that have a direct impact on students' achievement, parental involvement and recruitment/selection of staff and Governors.

Monitoring, reviewing and evaluating school policies

- The School will ensure that race equality issues are included as an annual Summer term agenda item at Senior Management and Governors' meetings;
- The School will undertake race equality reviews on all of its policies, which includes consultation, where appropriate, and involves all racial groups;
- All future policies and procedures will be amended in the light of reviews and evaluations. The date of the last review will be included in all policies and all consultants kept informed of the outcome of such reviews;
- The school will ensure effective communication with all parents and, where needed, make every effort to arrange for interpreters/translators to communicate with parents who speak English as Additional Language (EAL).

6. Ethnic Monitoring

- The School will use ethnic monitoring data to monitor the attainment and progress of students and to set targets for removing any identified disparities between different groups of students.
- The School will use ethnic monitoring data on admissions, attendance, exclusions, sanctions and rewards to inform future planning and decision-making.

Promoting the Policy and training needs of staff and Governors

Copies of the Race Equality Policy will be distributed to all Governors at the School and staff will be made aware that a copy will be placed in the central Policies file located in the Headteacher's PA's Office. The policy will also be posted on the Shared (G) drive of the school website.

Curriculum, Teaching and Assessment

- The school will ensure that all students have access to the mainstream curriculum by taking account of cultural backgrounds, linguistic needs and learning styles;
- Positive images of different people and cultures will be encouraged by displays, by the use of multi-cultural resources and by the content in school assemblies;
- Stereotypes, including racism, will be challenged across the curriculum and students will be taught how to respond to racial incidents.

Admission, Attendance, Discipline and Exclusion

- The Admission Policy criteria will be reviewed to ensure students from particular social groups are not disadvantaged;
- In monitoring attendance and exclusions attention will be paid to any issues of ethnicity.

Students - Personal Development, Attainment and Progress

The King's School has high expectations of all its students and will continue to encourage and enable all students to achieve the highest standards

Pastoral support will take account of religious and ethnic differences, and the experiences and needs of particular groups of students such as EAL, travellers and refugees / asylum seekers.

Attitudes and Environment

- The King's School will continue to encourage good personal and community relations and to value diversity.
- The King's School has an established Anti-Bullying Policy and will ensure that all staff are familiar with its principles and procedures. Issues of racism and racial harassment will be addressed within this policy.

Staffing, Recruitment, Training and Professional Development

- The School will ensure that all posts are advertised and made available to the widest pool of applicants regardless of any disability, race, age, gender, sexual orientation, religion, language and asylum or refugee status.