



Kingsthorpe College

A Designated Specialist Sports College



Racial Equality Policy

Date of Adoption: Adopted 5th May 2009

Frequency of Review: Yearly

Review Date due:

File Name: Race Equality Policy

Policy Number: 1 : 24

PURPOSE

This policy reflects our belief in a cultural diversity that embraces individuals and promotes community spirit. It is in keeping with our vision that, through our curriculum, we will prepare our students for participation in our multi-ethnic society. It furthers our aim to promote equality of opportunity and good race relations, and to eliminate any form of racial discrimination and prejudice.

It recognises the multiracial context of our College and covers members of all ethnic groups represented in our College community.

Using a whole College approach, we will ensure that we do not inadvertently discriminate. We will achieve this by monitoring and reviewing our practice, planning opportunities within the curriculum for promoting good race relations and dealing with racist incidents according to guidance provided by the Commission for Racial Equality and the local education authority, and in accordance with known best practice for supporting all children, parents, staff and visitors to the College.

ROLES AND RESPONSIBILITIES OF THE PRINCIPAL, OTHER STAFF AND GOVERNORS

The **principal** will ensure that:

- the curriculum promotes positive attitudes to ethnic and cultural diversity, and challenges racism
- the College recognises the importance of language to a person's sense of identity and belonging
- communication with parents recognises and responds to ethnic and cultural differences
- appropriate methods of communication are used to enable all staff, students, parents and governors to understand their rights and responsibilities in relation to race equality
- all staff are informed of their responsibilities and receive appropriate training and support to deal effectively with racist incidents, racism, racial harassment, prejudice and stereotyping
- data is collected and analysed to identify issues and trends in the performance of ethnic groups
- the data, and the response to it (action plan, targets) is presented in appropriate formats to staff, governors, parents and the LEA
- all racist incidents are investigated and recorded for future monitoring and reporting
- a sensitive and structured system of support is available to victims of racism, racial discrimination, racial incidents and racial harassment
- the College has clear procedures for dealing with perpetrators of racist incidents
- immediate action is taken to remove racist graffiti from all College property
- active links are established with external organisations dealing with racist incidents and racial harassment

All **staff** are expected to:

- actively and positively promote racial equality and good relations
- avoid any form of racial discrimination
- follow the guidelines for dealing with perpetrators of racist incidents and secure appropriate support for victims
- address racist incidents that are reported to them following agreed procedures stated in the College positive behaviour and anti-bullying policies
- ensure that they are well-informed on race relations legislation

Parents will be consulted on the policy regularly and be kept informed through the College prospectus and home / College agreement.

The **governing body** will:

- use its powers to co-opt governors to ensure its composition reflects the community it serves
- encourage parents and staff from all ethnic groups when places for elected members become available
- apply the principles of best value without discrimination when purchasing goods and services
- monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans
- disseminate the outcomes of evaluation to the whole College community, together with a summary of the action to be taken

We expect all members of the College community to be committed to this policy, and that visitors will comply with it. We accept responsibility for ensuring that this policy is implemented in every aspect of College life. If there is a breach of the policy, the College will take appropriate action. This may include the following:

In the case of **students** breaching the policy:

- staff dealing with the incident will complete a racist incident report form
- the perpetrator will be dealt with in accordance with the positive behaviour policy
- the consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion

In the case of **staff** breaching the policy:

- the incident will be reported by a member of the CLT using a racist incident form
- the member of staff will be dealt with in accordance with the staff disciplinary policy

In the case of **parents, visitors or contractors** breaching the policy:

- they will be reminded of the College's commitment to race equality and asked to desist
- further incidents may lead to individuals being asked to leave the College premises

ARRANGEMENTS FOR MONITORING AND EVALUATION

The governing body will monitor the pattern and frequency of racist incidents and inform the LEA annually of any such incidents. It will receive reports and data from the principal and staff that enable evaluation on the relevance of provision for:

- dealing with racist incidents – defined as 'any incident which is perceived to be racist by the victim or any other person'. Serious breaches constitute criminal offences
- behaviour, discipline and exclusion
- curriculum content
- teaching, learning
- assessment of attainment and progress – including special educational needs
- admissions and attendance

- recruitment, promotion and professional development of staff
- disciplinary and grievance procedures relating to staff
- personal and social education and pastoral care
- attitudes and personal development
- ethos and environment
- communications with parents, governors and the community
- use of College premises
- purchasing goods and services

The governing body will also receive reports on the progress of students by ethnic group.