

JOHN SPENDLUFFE TECHNOLOGY COLLEGE **RACE EQUALITY POLICY**

Introduction

The college seeks to -

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

Rationale

Unfortunately racism is a feature of society and a race equality policy is needed in a college where there are few children from ethnic minority groups and may have few opportunities to contribute constructively to a pluralist society.

The purpose of the policy is to:

- Be a working document alongside the college's Equal Opportunities and Multi-cultural policies.
- Build on the aims and values of the college
- Encourage the practice of racial equality across all areas of college life and to prevent racism by an anti racist approach across the curriculum
- Avoid and tackle racial discrimination
- Help all pupils achieve their full potential
- Utilise the experiences and expertise of all students, parents, staff and members of the local community.
- Ensure that incidents of racism and racial harassment are dealt with firmly and sensitively and in accordance with the law.
- Ensure that there is trust and satisfaction between all members of the college community
- Ensure that the college is respected for its commitment and effectiveness in the race equality field.
- Create an atmosphere in the college where people who are the subject of racial abuse feel that they will be listened to via a support system

General principles

John Spendluffe Technology College seeks to actively promote equality of opportunity hence racial harassment, by either verbal or physical means is a form of bullying and is therefore unacceptable as all students are expected to behave in a respectful manner towards others. This is especially important since at John Spendluffe Technology College it is a basic entitlement of all students that they receive their education free from humiliation, oppression and abuse providing an atmosphere of learning that is not undermined by disruptive and racist behaviour.

The college also has a responsibility to create and maintain a safe and secure environment for all members of its community. Therefore everyone who is a member of John Spendluffe Technology College has a responsibility to take action and ensure wherever possible that racism is prevented and to communicate that racial harassment

is unacceptable. Also the college will continue to work with the local community to promote and disseminate racial equality.

Headteacher

Along with the governing body the Headteacher should endeavour to ensure that the policy and its related procedures and strategies, are implanted plus all staff are aware of their responsibilities.

Staff

All staff should deal with and report racist incidents to the named person or a member of the SMT. Staff should not discriminate on racial grounds and ensure that all racial groups have full access to the curriculum. Resources should also reflect the multi ethnic society we live in. (as per the Equal Opportunities Policy)

Monitoring and evaluating pupil performance and inclusion

The college has in place a system for monitoring the attainment and progress of students from ethnic minority backgrounds which includes

- Setting targets for any under-achieving student
- Making sure that the college's admissions policy does not discriminate against any ethnic group
- Evaluating data from attendance, exclusions and discipline records to see if there is any kind of trends
- Agreed procedures for monitoring and recording racist incidents and actions taken

Racism, racial harassment and college ethos

- The college supports and values diversity, promotes good personal and community relations and openly opposes all forms of racism and discrimination.
- There is a positive atmosphere of mutual respect and trust between members of the college.
- The college has procedures for dealing with bullying (including racial harassment) with staff dealing with them consistently and effectively.
- Incidents of racism and racial harassment are recorded.
- Students and staff are aware of the procedures for dealing with racism and racial harassment.
- The college works hard with all concerned parties to tackle racism and racial harassment.

Admissions and attendance

- The admissions policy and criteria are assessed to ensure that they don't disadvantage students from particular racial groups
- Provision is made for leave of absence for religious observance (if requested).
- Action is taken to address any discrimination or inequality that is identified.

Attendance, progress and assessment

- The college has equally high expectations of all students and is committed to encouraging and enabling all students to achieve the highest standards
- The college recognises and values all forms of achievement
- Students attainment and progress is monitored and evaluated to identify trends and patterns of underachievement
- All methods of assessment are monitored to ensure that they are, as far as possible, free of cultural or linguistic bias.
- All students are appropriately supported in assessments so that they are able to show fully both what they know and can do.
- Attention is paid to identifying and meeting the needs of groups that are particularly disadvantaged.

Behaviour, discipline and exclusions

- The college ensures that its procedures for disciplining students and managing behaviour are fair and equitable to students from all racial groups.
- The effect of cultural background on behaviour taken into account when dealing with incidents of unacceptable behaviour
- All staff operate consistent systems of rewards and sanctions as per systems already in place.
- Exclusions are monitored to establish any trends.

Personal development and pastoral care

- Pastoral support takes account of religious and ethnic differences, and the experiences and needs of particular groups of students.
- All students are encouraged to consider the full range of career and post 16 options.

Teaching and learning

- Staff create an environment where all students can contribute and feel valued.
- Teaching takes account of students' cultural backgrounds, linguistic needs and different learning styles.
- Teaching styles include collaborative learning so that students appreciate the value of working together.
- Teachers use a range of sensitive teaching strategies when teaching about different cultural traditions plus these traditions are valued in their own terms and made meaningful to the students.
- Teachers challenge stereotypes and build student awareness so that they can detect bias and challenge racial discrimination.

Curriculum

- Each area of the curriculum is planned to incorporate the principals of racial equality and to promote positive attitudes towards diversity and differences.
- Students have the opportunity to explore concepts and issues relating to identity, racial equality and racism.
- Steps are taken to ensure that all students have access to the mainstream curriculum by monitoring and evaluating its effectiveness in providing an appropriate curriculum.
- Resources and displays portray positive images of different people and cultures and used to challenge stereotypes and racism.
- Extra curricular activities and events cater for the interests and capabilities of all students and take account of personal concerns related to religion and culture.

Staff recruitment and professional development

- All those involved in recruitment and selection are aware of what they should do to avoid racial discrimination and ensure racial equality.
- Steps are taken to not discourage people from underrepresented groups from applying for positions at all levels in the college (see adverts).
- Applicants are monitored by ethnicity via application forms.
- Action exists to enable all staff to develop and achieve their full potential.
- Staff are encouraged to attend training which will improve the spiritual, social, moral and cultural development of the college.

Partnerships with parents and communities

- All parents are encouraged to participate at all levels in the full life of the college.
- The college works in partnership with parents and the community to develop positive attitudes to diversity and difference plus addressing specific incidents.
- Information and material for parents will be made accessible in user friendly language and formats as appropriate.
- Parents will be informed of John Spendluffe Technology College's race equality policy as appropriate through the college's prospectus and the governors.

- Parents are encouraged to communicate their concerns about racist behaviour to the college with the confidence that their concerns will be taken seriously and dealt with in a prompt and sensitive manner.
- Parents will be informed if their child is involved in racial harassment and be expected to support the college's sanctions in this matter.
- The colleges' premises and facilities are fully accessible to all people in the local community.

What qualifies as racial harassment?

- Verbally abusing someone using racist words
- Verbally abusing someone because of racial differences
- Physically abusing someone because of racial differences
- Drawing unnecessary and/or repeated attention to someone's racial characteristics in an unfair and derogatory manner
- Treating someone differently so that they are disadvantaged specifically because of their race.

Dealing with incidents of racism

1. All staff should look out for and report anything that they feel may be considered racist.
2. All incidents must be recorded and reported to the designated member of staff.
3. Incidents should be discussed with the victim and perpetrator.
4. Parents should be informed.
5. Governors should be informed via the monitoring of racist incidents form and this should be an agenda item on an annual basis.

POLICY DOCUMENTS

The following policy document was presented to the Governing Body of John Spendluffe Technology College and approved and adopted by them on the date stated.

Policy: Race Equality

Date: 5 July 2012