

Rose Wood Academy: Race Equality Policy

Introduction

Under the Race Relations (Amendment) Act, every school in Britain is required to prepare and maintain a written race equality policy. Rose Wood Academy welcomes its duties under the Race Relations (Amendment) Act 2000.

This policy has been compiled in accordance with the Code of Practice on the Duty to Promote Race Equality issued by the Commission for Racial Equality in December 2001, and Preparing a Race Equality Policy for Schools, issued in March 2002.

This policy reflects concerns and concepts in The Future of Multi-Ethnic Britain ('The Parekh Report'), 2000, and the Stephen Lawrence inquiry ('The Macpherson Report'), 1999. Both these argued that the promotion of race equality also necessarily involves the recognition of cultural diversity. The policy reflects these arguments both in its overall title and in several of its detailed references.

This policy is consistent with the requirements and expectations of Ofsted, as presented in Evaluating Educational Inclusion: guidance for inspectors and schools, issued in 2000, and Raising the Attainment of Minority Ethnic Pupils: school and LEA responses, issued in 1999.

Context of Rose Wood Academy from a Race Equality Perspective

Rose Wood Academy is in a predominately white area in the edge of a large multicultural county. The ethnic composition of pupils and staff at Rose Wood Academy reflect the surrounding area.

Aims

- promote equality of opportunity
- promote good relations between members of different racial, cultural and religious groups and communities
- challenge racial discrimination aiming to eliminate unlawful discrimination
- offer an education appropriate to each individual pupil's needs regardless of their race, colour, ethnic origins or religious beliefs
- ensure that the whole Academy community is afforded the basic rights of freedom and access or opportunity, including freedom from all forms of harassment or bullying

Purpose

In fulfilling our legal duties listed above, we are guided by five essential principals:

- every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education
- every pupil 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 pupil 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
- to create and retain a work force that is valued for its diverse contribution, perspectives, backgrounds, experience and skills
- to encourage relationships that are positive between different groups and to celebrate the differences and similarities between these groups

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Policy and Practice

We ensure that the context of this policy is known to all staff, and also, as appropriate, to all pupils and parents.

As this policy is reviewed we ensure that the principles listed are thought about and embedded into policy and practice. Policies reflecting the principles of race equality will include:

- pupils' progress, attainment and assessment
- behaviour, discipline and exclusions
- pupils' personal development and pastoral care
- teaching and learning
- admissions and attendance
- the context of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities

The Head teacher is responsible for ensuring that the Academy complies with legislation, for implementing the policy, 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:

- a) deal with racist incidents that may occur
- b) to know how to identify and challenge racial and cultural bias and stereotyping
- c) to support pupils in their class for whom English is an additional language
- d) to incorporate principles of equality and diversity into all aspects of their work

Addressing Racism and Xenophobia

The Academy is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities, for example islamophobia, and against Travellers, refugees and asylum-seekers.

Religious Observance

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

Language

The Academy views linguistic diversity positively. Pupils and staff must feel that their natural language is valued; bilingualism should be viewed as strength.

Staff Appointments

Cultural diversity amongst the whole staff should be viewed positively. Whilst the school is committed to the principle that the best person for a post should be appointed, it is important that the teaching and non-teaching staff should represent a range of cultural backgrounds at all levels and this will be a factor to consider.

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Breaches of the Policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, are determined by the Head teacher and Governing Body.

Action should be guided by these major principles:

1. to protect the victim of such attacks
2. to make a strong and immediate response in such a way as to make the Academy's position clear
3. constructive dialogue with all concerned should take place

Monitoring and Evaluation

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate. Records of racial attacks are kept and monitored. OR Records of racial attacks are recorded on the Child Protection on-line Monitoring System (CPOMS).

Review

This policy will be reviewed every 3 years. Issues relating to the implementation of the policy will be reviewed annually through Rose Wood Academy's self evaluation procedures.

Updated: April 2015

Review: Every 3 Years