POLICY FOR PROMOTING RAISE EQUALITY 2016-2017

Introduction

Under the Race Relations (Amendment) Act, every school in Britain is required to prepare and maintain a written race equality policy. The principal aim of such a policy is to actively promote equality between racial and ethnic groups. Chellaston 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. The CRE's handbook learning for all was also a helpful guide.

The 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 necessarily involves also 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.

Aims

We aim to:

- promote equality of opportunity;
- promote good relations between members of different racial, cultural and religious groups and communities
- challenge racial discrimination
Guiding principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every student should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every student 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 student should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The head teacher is responsible for implementing the policy; for 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 is 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 students 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.

Religious observance

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

Breaches of the policy

Breaches of this policy will be dealt with in the same ways that breaches of other Academy policies are dealt with, as determined by the head teacher and governing body.
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 incidents are kept and monitored via Behaviour Log/Friday Night Detention Log/Exclusion Log. These logs are available from Mr Bambra (Behaviour/Attendance and Friday night detentions) and Mr Gaiderman (Exclusions).

This policy will be reviewed on a 2-year cycle.

Policy Date: ELS / July 2016
Date of Review: July 2017
Approved by Governors: