



Race Equality Policy

July 2010

This policy should be read in conjunction with other related policies including:

- The Student Behaviour for Learning Policy.
- The Equality and Diversity Policy.
- The Special Educational Needs Policy.
- The Disability /Accessibility Statement.

1. POLICY STATEMENT

The Governing Body and Freebrough Academy are committed to providing the highest standards of education for all students whatever their ability, race, colour, gender or creed and supporting all staff to deliver this service within its resources. The Academy recognises that discrimination may take place, and the main purpose of this policy is to eliminate unlawful discrimination, and to promote equality of opportunity and good race relations in all areas of life within the Academy and in the wider community.

Excellence, access, inclusion and equality of opportunity are the core values which underpin all of our activities. We believe that the active promotion of racial equality within the overarching equality of opportunity enriches the lives and experiences of all students and staff who work at the Academy.

The Academy recognises that its community is made up of a broad range of individuals and groups with a wide variety of backgrounds, experiences, lifestyles, languages and cultures, and seeks to retain a student intake from within the geographical base in the area and outside.

2. AIMS OF THE POLICY

- To acknowledge the existence of racism and to work actively towards the elimination of unlawful discrimination.
- To promote equality of opportunity.
- To promote respect for others and harmonious race relations in all areas of school life in the Academy.
- To ensure that students, staff and parents are not adversely affected in any area of the Academy's activities on grounds of ethnicity.
- To ensure that students and staff from all racial groups are helped and encouraged to achieve their full potential.
- To raise awareness of, and to celebrate, cultural diversity and prepare students for a life in a culturally diverse society.
- To promote a climate of understanding, tolerance and harmony and create an Academy in which every person, irrespective of their race, colour, ethnic national origin or citizenship, feels valued and welcome.
- To deal effectively and appropriately with any incidents of racial prejudice.
- To ensure that all members of the Academy's staff are aware of the contents of this policy and the procedure for dealing with related incidents.
- To ensure the race equality policy and its procedures are followed.

3. PROMOTING RACE EQUALITY, GOOD RACE RELATIONS AND DEALING WITH RACIAL DISCRIMINATION

The Academy will address its aims by:

3.1.1 Access:

- Continuing to develop its core principles of access and inclusion.
- Ensuring a fair application of the admissions procedure to all students.
- Seeking to retain a student intake from a wide geographical base and outside, in accordance with its published admissions policy.

3.1.2 Teaching and Learning:

- Working to promote an inclusive curriculum, ethos and learning environment using opportunities within the curriculum to celebrate the richness and diversity of different cultures, for example, within the PHSE programme and Citizenship.
- Using opportunities through assemblies to deal with issues of prejudice and the importance of the values of inclusiveness, community, equality, and mutual respect.

3.1.3 Pastoral Care:

- The Academy is committed to providing a comprehensive system of pastoral care which encourages students and parents to participate fully in the life of the Academy.

3.1.4 Recruitment

- The Academy is committed to an equal opportunity recruitment policy.

3.1.5 Proactivity:

- Providing training and support to staff in carrying out their responsibilities under the policy.
- Insisting that all members of staff challenge inappropriate racial or stereotypical comments both in and out of the classroom.
- Regularly examining the content of resources to ensure that negative images are not portrayed.
- Using strategies set out in the behaviour and anti-bullying policies for addressing and preventing racism.
- Dealing appropriately with any incidents of racial discrimination.
- Where appropriate consult with local governors, parents, staff and students as regards the likely impact of proposed policies for the promotion of racial equality.

3.1.6 Monitoring:

- Collecting information about students' performance and progress by ethnic group, analysing it and using it to examine trends.
- Monitoring intake by ethnic group and analysing it and using it to examine trends.

4. RESPONSIBILITIES

ATB/Local Governing Body - The ATB is responsible for ensuring that the Academy complies with legislation and that this policy, and its related procedures and strategies, are implemented. The ATB will monitor and review the working of the policy and procedures by

allocation of duties to senior Academy staff and to the Local Governing Body or its committees.

Principal - The Principal is responsible for:

- (a) Maintaining a copy of the policy.
- (b) Making sure the race equality policy is readily available and that the local governors, staff, students and their parents and guardians know about it.
- (c) Making sure the race equality policy and its procedures are followed.
- (d) Ensuring that all staff are aware of their responsibilities and are given support when taking appropriate action.
- (e) Taking appropriate action in cases of racial harassment and racial discrimination.
- (f) Presenting general reports, statistics and incident reports to the Local Governing Body and its committees as agreed.
- (g) Carrying out an Impact Assessment and Review as outlined below.
- (h) The Principal may delegate responsibilities and tasks to other staff as appropriate.

Staff - Staff are expected to challenge inappropriate racist comments and to report the incident to the named teacher responsible for such incidents. The report will be thoroughly investigated and the victim given support and help. Those responsible will be dealt with in accordance with the relevant disciplinary policy.

Students - Students are encouraged to promote a climate of understanding, tolerance and harmony and report any occurrence of racism.

Visitors and Contractors - Visitors and contractors should be made aware of the race equality policy.

5. BREACHES OF THIS POLICY

Breaches of this policy will be dealt with in accordance with the relevant disciplinary policy as determined by the Principal and the Local Governing Body.

6. IMPACT ASSESSMENT

An evaluation will be carried out to assess the impact of the policy on race equality and to consider whether its aims are being met. This will include consideration of the impact of the policy on students, staff and parents of different racial groups.

This will involve:-

- (a) An analysis of all data collected by ethnic group (including data on performance, progress and intake) to ascertain any areas of disparity and to consider the reasons for the disparity.
- (b) An assessment as to whether the race equality and related policies have or could have an adverse impact on the attainment levels of students from different racial groups.
- (c) Consideration of the results of any additional consultations carried out.
- (d) Any other information which it is considered useful for the assessment.
- (e) In order to assess whether any of the policies or procedures should be changed in order to better meet the aims of the policy.



7. REVIEW

This policy will be reviewed when there are changes in the law or in accordance with the schedule drawn up by the Principal and agreed by the ATB regularly by the Principal. The review will take into account the aims and content of other relevant Academy policies along with the conclusions from the Impact Assessment.

Where practical, a summary of any relevant trends and key issues identified during the process together with any resulting policy changes will be published annually by the Academy and communicated to local governors, staff, parents and students.

Adopted by Freebrough Academy

Chair of Academy's Trust Board

Principal

Review Date