



Crofton School

Racial Equality Policy

Duty to promote race equality

Section 71(1) of the Race Relations Act 1976 as **amended** places a general duty of most public authorities to promote race equality. The Governors and staff of Crofton School welcome such a duty and this policy statement is an expression of the school's commitment to:

- promote racial equality
- promote good race relations and to
- eliminate unlawful racial discrimination

School Context

Crofton School is situated in a semi-rural location on the south coast of Hampshire. The community it serves does not reflect the rich ethnic and cultural diversity of the country at large. There are small numbers of students from ethnic groups and from families whose first language is other than English. There is currently a small number of staff for whom English is their second language. Much information and opinion that our students are exposed to is via the mass media whose messages are often mixed and confusing to young people. This places a particular responsibility on the school to engage all members of our community in a debate on matters of race in an open, honest and rational manner.

Aims and Values

As part of its commitment to equal opportunities for all, Crofton School aims to tackle racial discrimination and promote race equality and good race relations across all areas of school activity including:

- progress, attainment and assessment
- behaviour, discipline and exclusions
- student's personal development and pastoral care
- teaching and learning
- admissions and attendance
- curriculum
- staff recruitment and professional development and
- partnership with parents and communities

Crofton School is committed to the active promotion of racial equality and good relations and tackling racial discrimination. We would wish to seek to support and enable all students and staff to reach their potential. Where appropriate we would wish to work with the wide community and will endeavour to apply this policy to all that the school does. As other school policies are reviewed and updated they will include references to race equality as appropriate.

Leadership, Management and Governance

Responsibilities

a. Governing Body

The Governing Body will ensure that the school complies with Race Relations Legislation. The Governing Body will ensure that this policy and related procedures and strategies are implemented. They will seek regular (annual) advice from the designated member of the senior management team.

b. Head Teacher

The Head Teacher will ensure that this policy together with related procedures are implemented, that all staff are aware of their responsibilities and given training appropriate to their role. The Head Teacher will ensure that appropriate action is taken in cases of racial discrimination. The Head Teacher will designate a member of the senior management team to have particular lead responsibility for this area. For an initial period that person will be the Deputy Head Teacher (CSG).

c. All Staff

All staff have a responsibility for dealing with racist incidents. This should be done by using the school's established referral system and in addition staff should complete a racist incident form which should be passed to the Deputy Head Teacher (Support and Guidance). Staff should challenge racial bias and stereotyping.

Staff should seek ways of promoting good race relations through their teaching and other interactions with students. Training on race equality will be delivered via staff meetings and as part of the school's induction programme.

d. People with Specific Responsibilities

The Deputy Head Teacher (CSG) will be responsible for co-ordinating racial equality work and dealing with reported incidents of racism or racial harassment.

e. Visitors and Contractors

Visitors to the school will be expected to work within the guidelines set out in this policy.

f. Breaches of the policy

Students who breach this policy will be subject to the processes and sanctions as set out in the school's behaviour management policy. Staff who breach this policy by neglect ie not ever taking opportunities to promote racial equality will be offered further training and support. Accusations of racism or racial harassment against a member of staff will be dealt with under the school's staff discipline code.

Policy, Planning and Review

a. Ethnic monitoring

The Deputy Head Teacher (CSG) will monitor issues concerning race equality. This will include; scrutiny of racial incident forms, monitoring the progress of ethnic minority students as identified by the Student Level Annual Census and monitoring of fixed term and permanent exclusions. She/He will report annually to the Head Teacher.

b. Reviewing and assessing policies

All future policy reviews will take the duty to promote race equality into account. The race equality policy itself will be reviewed annually as part of the annual performance management review of the individual responsible for race equality.

c. Staff training

Race equality will form an element of the school's induction programme and staff training will be provided via staff meetings. This will generally happen in alternative school years. More specialist training may be sought by individuals and will be supported via the school's staff development programme.

This policy will form part of the Crofton staff handbook and its existence will be communicated to all new parents as an insert in the school prospectus. As with all statutory policies, a copy is available for perusal at the School Office.