

King Edward VI Camp Hill School for Girls

**RACE EQUALITY POLICY**

Aims: At King Edward VI Camp Hill School for Girls we welcome our duties under the Race Relations (Amendment) Act 2000. We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- celebrate the diverse nature of our society;
- are committed to ensuring race equality in all areas of our work;
- are determined to tackle racism in all its forms.
- Eliminating unlawful discrimination

The School is situated in Birmingham, with a diverse population.

We continuously strive to ensure that every person in our school is given fair and equal opportunities to develop their potential with positive regard to gender, ethnicity, cultural and religious background, age and disability. The School is committed to promoting good race relations and avoiding race discrimination in any form.

We are opposed to all forms of racism, including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural or national origins, traveller and refugee status, and asylum seekers.

In order to realise our commitment to race equality, we will take all steps necessary to:

- promote equality of opportunity;
- promote good relations between persons of different racial groups;
- eliminate unlawful racial discrimination.

We will achieve our aims by:

- Creating an inclusive atmosphere based on respect for each other's similarities and difference, particularly through assemblies, religious education and personal, social and health education.
- Treating all those within the school community as individuals with their own abilities, beliefs, attitudes, background and experiences.
- Having high expectations and promoting high self-esteem of the whole school community
- Treating any discriminatory behaviours, including harassment or bullying by individuals or groups as extremely serious.
- Identifying and removing all practices, procedures and customs which are discriminatory or detrimental to individual needs and emotional well-being and replacing them with practices which are empowering for all.
- Monitoring, evaluating and reviewing all of the above to secure continuous improvement in all that we do.

The School has certain specific duties to:

- agree a written statement of policy for promoting race equality which complies with legislation and the Code of Practice and which covers staff, pupils, parents/carers, and the wider community.
- have in place such arrangements as necessary for fulfilling, as soon as is reasonably practicable, its statutory duties;
- communicate the policy to staff, pupils and parents;
- train staff as appropriate;
- provide such resources as are necessary for the implementation of the policy;
- assess the operation and impact of all of its policies, including its race equality policy, on staff, pupils and parents, and, in particular, on the attainment levels of pupils;
- monitor, by reference to racial groups, the admission and progress of students;
- monitor, by reference to racial groups, the recruitment and career progress of staff;
- include in its race equality policy an indication of its arrangements for publishing the policy and communicating the results of its assessment and monitoring activity under the policy.
- identify and implement changes to bring about improvements in racial equality practice and outcomes.

The School must also monitor, and publish, by reference to racial groups:

- the number of staff employed
- applicants for employment, training and promotion;
- the number of staff from each group who receive training;
- the number of staff from each group who benefit or suffer detriment as a result of performance assessment procedures;
- the number of staff who are involved in grievance procedures; • the number of staff who are subject to disciplinary procedures;
- the number of staff who cease employment.

### **Scope of the Policy**

This policy covers all aspects of the work of the School, including:

#### **Staff:**

- recruitment and retention;
- pay and rewards;
- training and professional development;
- performance management;
- consultation and involvement;
- grievance and disciplinary matters.

#### **Pupils:**

- admissions and attendance;
- teaching, learning and curriculum matters;
- progress, attainment and assessment;

- personal development and pastoral care;
- behaviour, discipline and exclusions;
- racial harassment.

**Other bodies:**

- governing body matters;
- parental consultation and involvement;
- collaboration with external bodies;
- contracting arrangements.

**Roles and Responsibilities**

- The governing body is responsible for ensuring that the school fulfills its legal responsibilities and that this policy is implemented.
- The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities, are given appropriate support and for taking appropriate action in all cases of unlawful discrimination.
- All staff are expected to deal with and report any racist incidents that occur and to incorporate principles of equality and diversity into all aspects of their work.
- Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy, such as the investigation of reported incidents of racism or racial harassment.
- The race equality policy applies to all pupils.
- All parents, visitors, contractors and any other persons are expected to comply with the race equality policy

**Training and Development**

We will review the training and development needs of governors as part of the process of reviewing the race equality policy. The content of the race equality policy will form part of the induction programme for all governors that governors will be expected to undertake to ensure that they are aware of its implications for the work of the governing body.

The training and development needs of staff will be considered as part of the arrangements for performance management. Staff training opportunities will be funded and made available within the normal working day.

**Breaches of the Policy**

Breaches of the policy will be dealt with in accordance with the disciplinary policies and procedures of the School. In relation to pupils, sanctions may include permanent exclusion from the School and the police may be informed if appropriate. In relation to staff, sanctions may include dismissal and, again, police may be informed if appropriate.

**Racist Incidents**

Racist behaviour will not be tolerated and will be dealt with through the relevant established procedures. In particular, the School will not accept:

- Threats of, or actual, physical assault (including jostling, punching, hitting or pushing), the use of, or the bringing of, weapons into the School or its grounds (even if there is no intention to use them);
- Verbal abuse, cruel or offensive jokes, insults or ridicule;
- Offensive gestures towards others;
- Abuse of personal property;
- Racist or abusive graffiti;
- The bringing of racist material (including badges, insignia, publications or associated clothing items) onto the school premises or grounds;
- The refusal to work with others because of their race, religion, colour, nationality or cultural background;
- Attempts to recruit for racist groups;
- Incitement or encouragement of others to behave in a racist manner.

All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to the relevant member of the senior management/leadership group.

We will monitor and report on the number of racist incidents on a regular basis.

### **Monitoring and Review**

We will undertake regular ethnic group monitoring of pupils and staff for the purpose of evaluating the impact of the race equality policy.

We recognise the complex and sensitive nature of ethnic group data, and respect the rights of individuals to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. We will also ensure that information about an individual's ethnic group is treated in confidence and strictly for the purpose of monitoring the operation and impact of the race equality policy.

Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of the Data Protection Act 1998.

We recognise that some individuals may be reluctant to record their ethnic group and others may refuse to do so. That is their right. No attempt will be made to lobby individuals to provide the ethnic group data to the school; or to amend the ethnic group as recorded by an individual pupil/parent or members of staff; or to classify the ethnic group of individuals where they have failed or refused to do so.

We will develop and review our arrangements for the collection of ethnic group information to be used to monitor the operation and impact of the race equality policy.

Race equality monitoring information will be considered by the governing body. The race equality policy will be subject to review by the Governing Body.

All other policies will be reviewed in accordance with the terms set out in each policy. Reviews of other policies will consider the race equality impact of the same.

### **Dissemination**

The race equality policy will be available on the School website.

Reviewed June 2016 LEJ