

## **Race Equality and Cultural Awareness Policy**

### PROMOTING RACIAL EQUALITY FOR THE PETERSFIELD SCHOOL

#### **Duty to promote race equality**

This policy is written in light of the Race Relations Act 1976, the Race Relations (Amendment) Act of 2000 and The Macpherson Report (1999). These Acts place specific duties on public authorities to promote good race relations, and equality of opportunity between ethnic groups. Through this policy the School is working in line with the Commission for Racial Equality Standards Learning for All (2000). The Governors and staff of The Petersfield School welcome such duties and this policy statement is an expression of the school's commitment to:

- promote racial equality
- raise cultural awareness
- promote good race relations and equality of opportunity
- eliminate unlawful racial discrimination

#### **School Context**

The Petersfield School is situated in a semi-rural location in East 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. 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 honest, open and rational manner.

#### **Aims and values**

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

- teaching and learning, including the learning environment
- guidelines for supporting students with English as an additional language
- curriculum content
- students' personal development and pastoral care
- behaviour, discipline and exclusions
- admissions and attendance
- staff recruitment and professional development
- partnerships with parents and communities

We would seek to support and enable all students and staff to reach their full potential. Where appropriate we would wish to work with the wider community and will endeavour to apply this policy to all that the school does. As other school policies are reviewed and updated it is intended that 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 strategies are implemented. It will seek regular (annual) advice from the designated member of the Senior Leadership Group.

### **b. Headteacher**

The Headteacher will ensure that this policy, together with related policies, is implemented, that all staff are aware of their responsibilities and given training appropriate to their role. The Headteacher will ensure that appropriate action is taken in cases of racial discrimination. The Headteacher will designate a member of the Senior Leadership Group to have particular responsibility for this lead area, usually a Deputy Headteacher.

### **c. All staff**

All staff have a responsibility for dealing with racist incidents. This should be done by using the school's established discipline and referral systems, clearly indicating "racist incident". 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 and training programmes.

### **d. People with specific responsibilities**

The designated member of the Senior Leadership Group will have over-arching responsibility for co-ordinating racial equality work and dealing with reported incidents of racism and racial harassment. Day to day management of this work will fall within the remit of the Assistant Headteacher (Progress and Inclusion).

### **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 (i.e. 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 SLG will monitor issues concerning race equality. This will include:

- scrutiny of racial incident referrals
- monitoring the progress of ethnic minority students
- monitoring of fixed term and permanent exclusions

**b. Reviewing and assessing policies**

All future policies 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 racial 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 or other Professional Learning opportunities (e.g. INSET). More specialist training may be sought by individuals and will be supported via the school's staff development and performance review programme.

This policy will form part of The Petersfield School staff handbook and its existence will be communicated to all parents, with an invitation to request a copy, via school communications such as the prospectus, the newsletter and the website.

Sponsored by: CRE

Date: Nov 2008

To be reviewed:

Approved: School Committee 13.11.08