Exmouth Community College

Race Equality Policy

Policy Details	Date
Policy written	Graham Allen
Policy reviewed by Governors	Curriculum
Policy ratified by governors	13.01.15
Revew cycle	Annually
Policy review date	Spring 1 2016

Background

Exmouth Community College is an inclusive coeducational 11-18 school with a large sixth form. The College is one of the largest in the country with approximately 2383 students. It is a specialist college in Maths and computing. There are 165 teachers, 7 peripatetic music teachers and 169 support staff. The cultural mix is largely white British (2250 students) with 133 students of other ethnic backgrounds. There are 1177 ‘Christian’, 72 ‘Roman Catholic’, 4 ‘Methodist’, 6 ‘Buddhists’, 3 ‘Muslim’, 3 ‘Jewish’, 1 ‘Hindu’, 10 Jehovah Witness, 974 ‘no religion’ or ‘none’, 133 ‘other’ or ‘decline to answer’/‘not recorded’.

RAISEonline (2014) shows that the school deprivation indicator, the number of students eligible for free school meals and the percentage of students from minority ethnic groups are all below the national average. The level of special needs is presently 56 students with statements, and 613 students on the register. The college has a team of Youth Counsellors whose time is shared between the college and the wider community. There is a health clinic off site, staffed by the school nurse, which provides advice and support for students at lunchtime and after school.

Aims and Values

Exmouth Community College welcomes its duties under the Race Relations (Amendment) Act 2000 and the Equality Act 2010. These duties reflect our core aims and values.

We are committed to:

- promoting good relations between members of different racial, cultural and religious groups and communities
- promoting equality of opportunity
- eliminating unlawful racial discrimination

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

- every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education
- every pupil should be helped to develop a sense of personal and cultural identity, in which they are confident and open-minded, and that is receptive and respectful towards other identities
- every pupil should develop the knowledge, understanding 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 College recognises that, under the Equality Act 2010, discrimination and harassment also cover the following:

- ‘by association’ (if a claimant is associated with someone with a protected characteristic)
- ‘based upon perception’ (if claims are brought based on perceived characteristics)
- ‘indirect harassment’ (if a claimant is offended by a person’s behaviour towards another)

Leadership and Management

Commitments

Exmouth Community College is committed to:

- promoting good race relations, equal opportunities and tackling unlawful racial discrimination
- encouraging, supporting and helping all pupils and staff to reach their potential
- ensuring appropriate support for isolated and potentially marginalised pupils of different racial, cultural and religious groups, including Asylum Seekers, Refugees, Gypsies and other Travellers
- working with parents and guardians, and with the wider community, to challenge and eliminate racial discrimination and to follow and promote good practice.
- creating an environment which respects and values cultural, linguistic and religious differences
- supporting students with EAL through staff training and individual support in lessons. The college also has a teaching assistant who is responsible for the introduction of these students into the college. Students are monitored by TAs and the SENCO who reports progress to the LEA through annual reports.

Responsibilities

All members of the college community have a responsibility to comply with with this policy and its procedures and behave in a manner which respects and values racial, cultural and linguistic diversity.

The Governing Body is responsible for ensuring that:

- the school fulfils its legal responsibilities and
- this policy and its related procedures and strategies are implemented, monitored and reviewed.

The Headteacher is responsible for ensuring that:

- this policy is communicated and made readily available to staff, parents and guardians
- the policy is implemented
- staff are aware of their responsibilities,
- staff are given appropriate training and support
- appropriate action is taken in any cases of unlawful discrimination
- there is a member of staff responsible for co-ordinating work on racial equality and dealing with reported incidents of racism

All staff are expected to:

- deal with racist incidents that may occur
- be able to recognise and tackle racial bias and stereotyping
- promote equal opportunities and good race relations
- incorporate principles of race equality and diversity into all aspects of their work
- provide appropriate support to pupils in their class for whom English is an Additional Language.

Visitors and contractors will be made aware of and expected to comply with the school’s race equality policy

Policy, planning and review

We will ensure that the principles and procedures listed above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and assessment
- behaviour, discipline and exclusions
- pupils personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities.

We will promote equality and challenge racism in a wide range of ways including:

- developing opportunities to celebrate the richness and diversity of different cultures
- dealing with issues of prejudice through assemblies and Citizenship, Personal, Social and Health Education
- celebrating pupil achievement
- challenging inappropriate racist comments throughout the school
- reporting all racist incidents
- eliminating the use of racial stereotypes and negative images and promoting the use of positive images wherever possible.

Implementing the policy

- The progress of students and any issues arising will be monitored as part of the College's self evaluation programme.
- Issues rising will be dealt with by any of the following:
    - Professional development and in-service training for staff
    - Training for the governing body
    - Identification of further resources to meet the needs of staff, governors and students.
    - Consideration of how the policy is made known to relevant stakeholders.

In addition the college will:

- carry out race equality audits, including consultation, to assess the implementation of the policy
- use qualitative and quantitative data to monitor the attainment and progress of ethnic minority pupils, and to set targets
- monitor racist incidents, take appropriate preventative action and provide support, and report such incidents to the LEA
- review this policy on an annual basis.

Breaches of the policy

All racist incidents will be regarded as a serious matter. Sanctions for pupils will be set out in the school's behaviour policy. Any example of racism by a member of staff will be treated as a serious disciplinary matter and dealt with in accordance with the school's personnel procedures.

This policy should be read in conjunction with the Equality Policy. No one will unlawfully be disadvantaged on the grounds of age, race or ethnicity, disability, gender and marital status, gender identity, sexual orientation, religion or belief under the operation of this policy.