



Sackville School Race Equality Policy

Reviewed by: Neil Feist

Review Date: Autumn 2022

Next Review Date: Autumn 2023

1. BACKGROUND

The school does not have a significant number of students from ethnic minority groups, but recognises the positive role it must play in developing an understanding of the importance of racial harmony in the community, so that our students are well equipped to play their part in a multi-cultural society.

This policy should not be seen in isolation. It supports and is supported by other school policies which should be read alongside this one:

- Equality Policy and Objectives
- Anti-bullying Policy
- Disability Equality Policy and Accessibility Plan
- Gender Equality Statement
- Curriculum Policy
- Appraisal Policy

2. AIMS

- To develop an understanding of, and promotion, of human equality and equal opportunities;
- To promote good relations between members of different racial, cultural and religious groups and communities;
- To enable students to take responsibility for their behaviour and relationships with others; and
- To take a positive stance in combating incidents with racial tones.

3. RESPONSIBILITIES

The Headteacher takes responsibility for the full implementation of the policy, and for its monitoring. The Headteacher will report at least annually to the Governing Body.

The Deputy Headteacher (Teaching and Learning) is responsible to the Headteacher for developing positive equal opportunities and racial harmony strategies, staff training, and maintaining a record of racial incidents.

4. Definition of a Racial Incident

A racial incident is one which the 'victim' or any other person directly involved, perceives as being of a racial nature, regardless of the race of the person who is the victim, i.e. minority ethnic or majority ethnic.

This definition follows the recommendations of the Steven Lawrence Inquiry 1999 the Macpherson Report, as adopted by the LA.

5. Our Commitment to Action:

5.1 Recording and Reporting Incidents

All incidents of a racial nature will be recorded and reported within the school and the local Police Liaison Officer linked to the school will be informed of all such incidents.

5.2 **Monitoring Staff Appointments**

- Staff appointments are monitored through regular returns to the LA.

5.3 **Staff Training**

- The School is committed to ensuring that all staff understand the importance of the policy, and the necessity to deal with each and every incident.
- All staff have training regarding the religious and cultural backgrounds of the main groups of students attending the school.
- Regular staff training is provided to ensure that the procedures are followed in reporting allegations of racial incidents.
- Professional development activities are open to all staff – both teaching and support and attendance/involvement is annually monitored.

5.4 **Teaching and Learning about Racial Equality**

The school is committed to including active teaching and learning about racial equality in its daily life. This is reflected in the relationships and attitudes of staff and students, the formal curriculum, and the monitoring of equality of opportunity.

For example:

- In all teaching and learning activities a full range of styles is employed to ensure that no student is excluded from learning.
- Formal teaching about racial equality takes place in the school's B & V and Personal Development (Learning 4 Life) programmes of study as well with SMSCD opportunities in all subjects.
- Although religion is not synonymous with race, it is an important element, and all students will learn about the basic beliefs, ceremonies, and festivals of the world religions.
- All students will learn in the school's citizenship programme how cultural diversity can contribute to cultural and racial harmony.

6. **Financial Implications**

- EMAG (Ethnic Minority Achievement Grant) funding will continue to be targeted directly at students for whom it is intended, and annually monitored both within the school and at LA level.
- Money is available in the school and annual budget for staff development and for equal opportunity issues.

7. **Monitoring and Review**

- The effectiveness of this policy will be reviewed annually by the Senior Leadership Team and by the Governing Body.
- The school's Appraisal Policy is annually reviewed and equality of opportunity is implicit throughout its implementation.

- The school will monitor separately the progress, attainment and exclusions of students of minority ethnic backgrounds, as we do for majority ethnic students, gifted and more able students, students with SEN and by gender.
- Attendance statistics will be monitored by ethnic background, and action taken where intervention is required.