



# Budmouth College

## Race Equality Policy

Governors' Committee responsible:	Curriculum & Student Welfare
Link Senior Leader responsible:	Mark Cavill
Date Reviewed:	September 2017
Next review date:	September 2021

*Working Together. Creating Opportunities*

The Policy has been reviewed using the equality impact assessment initial screening record and positive impact is explicitly intended and very likely.

All *policies* can be found on the College 'R' drive in the Policies folder.

# Equality Impact Assessment – initial screening record

1. What area of work is being considered?

Policy for Race Equality

2. Upon whom will this impact?

All staff and students

3. How would the work impact upon groups; are they included and considered?

<b>The Equality Strands</b>	Negative impact	Positive impact	No impact
Minority ethnic groups		✓	
Gender		✓	
Disability		✓	
Religion, Faith or belief		✓	
Sexual Orientation		✓	
Transgender		✓	
Age <small>(N/A to pre-school and school children)</small>		✓	
Rurality		✓	

4. Does data inform this work, research and/or consultation, and has it been broken down by the equality strands?

	NO	YES	Uncertain
Minority ethnic groups		✓	
Gender		✓	
Disability		✓	
Religion, Faith or belief		✓	
Sexual Orientation		✓	
Transgender		✓	
Age		✓	
Rurality		✓	

Does the initial screening highlight potential issues that may be illegal? NO

Further comments:-

Do you consider that a full Equality Impact Assessment is required? NO

Initial screening carried out by: Mark Cavill

Signed ..... Date: 16.09.2013

Comment by Headteacher:

Date.....

## **Budmouth College Single Equality Policy**

***The Budmouth College Single Equality policy reflects the Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. The policy therefore supersedes all previous school policies on Disability, Ethnicity (i.e., Race) and Gender. Through this policy Budmouth College will fulfil its public duty to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations in connection with disability, ethnicity, gender, religion, sexual identity, and where appropriate, age (applicable to employees only). The guiding principles in this policy refer to all individuals and therefore are equally applicable to pupils, staff, governors in addition to visitors to Budmouth College.***

**BUDMOUTH COLLEGE will retain its POLICY FOR RACE EQUALITY however as it details exactly how the College has due regard for this protected characteristic.**

## **POLICY FOR RACE EQUALITY**

Race equality is central to the ethos and core values of Budmouth College. To establish and maintain this, the College is fully committed to:

- ensuring that all students have equality of opportunity to achieve according to their full capabilities, regardless of their ethnic background;
- valuing equally all members of the College community;
- promoting positive attitudes towards life in a multi-cultural, multi-ethnic and multi-faith society and celebrating cultural diversity;
- combating racial harassment and racial discrimination and challenging racism in all its forms;
- equipping students with the knowledge, understanding, skills and attitudes to recognise and challenge examples of racism that they meet in their lives;
- establishing a close partnership with parents and the local community, with sensitivity and openness to the experiences, aspirations and perspectives of those of ethnic minority background.

In fulfilment of this commitment, the College recognises the general duty of its Governing Body, under the Equality Act 2010:

- (a) to eliminate unlawful racial discrimination; and
- (b) to promote equality of opportunity and good relations between persons of different racial groups.

The College recognises that minority ethnic groups include Gypsy Travellers, refugees, asylum-seekers and other less visible minority groups, e.g. Irish.

In implementing this policy and monitoring its impact, the College will make use of the Single Equality Policy 2013.

The policy has been shared with all members of the College community, including parents via the College website. All new parents will be made aware of this policy and the College's commitment to race equality. This commitment will also be referred to in the College Prospectus.

### **The College Context**

As a College in a mainly "white" part of the country, with few pupils of ethnic minority background, we recognise the following:

- the particular need for vigilance to ensure that ethnic minority students are neither victims of racism or experiencing a sense of isolation and/or marginalisation;
- the particular need to train all members of the College community to avoid negative and stereotypical assumptions about those from ethnic minority backgrounds;
- the importance of recognising the significance of and responding to cultural, linguistic and "racial" differences in striving to ensure to achieve equality of opportunity for all.

Recognising that, particularly where there are no staff members of ethnic minority background, there may, on occasions, be difficulties in establishing a full and accurate understanding of some issues of racism and cultural diversity, the College will make use of all available sources of support, including the Dorset Race Equality Council.

### **Leadership, Management and Governance**

The Governing Body is responsible for:

- ensuring that the College complies with Race Relations legislation; and

- ensuring that the policy and its related procedures and strategies are implemented.

The Principal is responsible for:

- on a day to day basis, ensuring that the policy is implemented;
- ensuring that all staff are aware of their responsibilities and are given appropriate training and support;
- taking appropriate action in any cases of racial discrimination.

All Staff are responsible for:

- dealing with any racist incidents, and knowing how to identify and challenge racial bias and stereotyping;
- promoting racial equality and good race relations and not discriminating on racial grounds.

### **Dealing with Racist Incidents**

- The College adopts the definition of a Racist Incident recommended by the report of the Inquiry into the murder of Stephen Lawrence (The Macpherson report), which is also the definition adopted by the LEA;

*“any incident which is perceived to be racist by the victim or any other person.”*

- The College will fulfil its statutory obligation to keep a formal record of all racist incidents and to report on the nature and frequency of any racist incidents annually to the Local Education Authority, including reporting when no such incidents have been recorded during the year.
- The College recognises that it is possible for a racist incident (e.g. the use of racist language) to occur in a College where there are no pupils of ethnic minority background.
- The College will take every possible step to support the victims of racial harassment.
- All racist incidents will be regarded as a serious matter. Sanctions for students will be set out in the College’s Code of Conduct and include the possibility of student exclusion. Any example of racism perpetrated by a member of staff will be treated as a serious disciplinary matter and will be investigated by the appropriate committee of the Governing Body.
- The College will take all possible steps to establish a climate in which all members of the College Community have the confidence to report racist incidents and will ensure that all staff receive training in defining and responding to racist incidents.

### **Other Actions to ensure Race Equality**

To promote the knowledge, understanding, skills, values and attitudes necessary for racial equality and the elimination of racism the College will:

- use opportunities within the curriculum, extra-curricular activities and assemblies to promote positive attitudes towards cultural and ethnic diversity and differences;
- provide opportunities within the curriculum, appropriate to students’ age and attainment, for students to understand and recognise racism and to challenge the myths and negative stereotypes that underpin racism and racist attitudes;
- ensure that learning resources are not used which reproduce and reinforce negative stereotypes of people of ethnic minority background or of communities in the “Third World”;
- make use of the curriculum, extra-curricular activities and assemblies to positively affirm the cultural and religious identities of all students, including those from minority ethnic and faith communities;
- regularly monitor the curriculum to ensure that these learning opportunities are in place.

To ensure that all students achieve their best, according to capabilities and regardless of ethnicity, the College will:

- monitor the achievement of students of ethnic minority background to ensure that they are achieving according to their full capabilities, taking appropriate action where underachievement is identified;
- ensure that assessment activities and tasks are not culturally biased so as to discriminate against any student or group of students;
- ensure that teachers' expectations and teaching styles and strategies provide equal opportunities for all students to achieve according to their full capabilities;
- ensure that all students have equality of access to the curriculum, including those for whom English is an Additional Language;
- maintain and develop a positive valuing of linguistic diversity, celebrating the achievements of students who are multi-lingual; the College will ensure that any student for whom English is an Additional Language, and who has not yet achieved a functional level of English, is appropriately supported to gain access to the curriculum rather than treated as having a learning difficulty, County has support for different languages in College;
- monitor the impact of the College's Code of Conduct and system of rewards and sanctions on students according to ethnicity (where appropriate, according to the composition of the student population);
- record and monitor all student exclusions by ethnicity;
- listen to the views and experiences of ethnic minority students as part of the monitoring of this policy;
- monitor student grouping, including setting arrangements to ensure that they do not disadvantage students of ethnic minority background, set according to ability;
- ensure that religious and cultural differences are fully recognised in meeting the needs of all students.

## **Strategic Development and Review**

The Governing Body of the College will meet its requirement under the Equality Act 2010

- to ensure that the College has Equality Objectives and an Accessibility Plan for the implementation of the Race Equality policy, as part of its general college Raising Attainment Plan, incorporating targets for action, within appropriate time-scales;
- to ensure that the impact of the policy is regularly reviewed through the College's arrangements for policy review and self-evaluation.

Date of adoption of policy by the Governing Body: September 2013