

Policy for Racial Equality

1. Introduction

Our aims and values state that we aim “to develop ... an atmosphere which encourages respect and understanding for one another and the world in which we live”. One of our core values as an academy is mutual respect, and our equal opportunities and anti-bullying policies emphasise that we do not tolerate harassment or bullying. This policy for racial equality helps to ensure that Queen Elizabeth’s continues to promote a high level of support and expectations for all pupils, irrespective of ethnicity, and fosters positive attitudes toward other cultures and ethnic groups.

This policy reflects the general and specific duties on schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000. It also takes account of the guidance for Lincolnshire schools (2006).

This policy should be read in conjunction with other related school policies – Anti-bullying, Equal Opportunities and Special Educational Needs.

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, travellers and status as refugees or asylum seekers.

A racist incident is defined as: ‘Any incident which is perceived to be racist by the victim or any other person’. *Stephen Lawrence Inquiry Report*

The General Duty requires us to have due regard to the need to:

- eliminate racial discrimination;
- promote equality of opportunities
- promote good relations between people of different racial groups.

The specific duties require us to:

- prepare a written policy on racial equality;
- assess the impact of our policies, including this policy, on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of these pupils;
- monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such pupils.

2. Aims and Objectives

At Queen Elizabeth’s, we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this by:

- creating an ethos in which pupils and staff feel valued and secure
- building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others
- having consistent expectations of pupils and their learning
- removing or minimising barriers to learning so that all pupils can achieve
- ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning
- including our policy for race equality on the academy’s website and in the staff handbook
- ensuring that our Admissions Policy does not discriminate against those from ethnic backgrounds

- actively tackling racial discrimination and promoting racial equality within the curriculum and in displays of work
- identifying clear procedures for dealing quickly with incidents of racist behaviour
- reporting and recording all racist incidents
- making pupils and staff confident to challenge racist and aggressive behaviour
- ensuring that recruitment and selection procedures promote equality of opportunity.

3. Dealing with incidents of racial harassment

- 3.1. Any incident of racial harassment is unacceptable in our academy. Incidents could take the form of physical assault, verbal abuse, damage to a pupil's property or lack of co-operation in a lesson, due to the ethnicity of a pupil. Pupils are encouraged to report all such incidents to a member of staff. Any member of staff witnessing an incident or being informed about an incident must stop the incident, comfort the victim, reprimand the aggressor and report the incident to the appropriate Head of School or a member of the Senior Leadership Team. A record must be made of the incident (Form R1 1) and both sets of parents must be informed. Where appropriate, the Headteacher will report the incident to the County's Liaison Officer.
- 3.2. Major racist incidents will be reported to the governing body (and, if appropriate the police) by the Headteacher.

4. Implementation

- 4.1. This policy was drawn up with the support of staff, pupils and the governing body.
- 4.2. A summary of the policy has been distributed to all parents.
- 4.3. We have a rolling programme of policy review and regularly (at least annually) review the impact of our policies on the needs, entitlements and outcomes for pupils, staff and parents from different racial groups.
- 4.4. We monitor carefully the attainment of all pupils and, as part of this process, monitor the performance of any different racial group, to ensure that all pupils are making the best possible progress.
- 4.5. We also monitor a range of other information including exclusions, incidents of bullying, racism and racial harassment and parental involvement.
- 4.6. All members of staff are entitled to appropriate training.
- 4.7. We recognise the complex and sensitive nature of ethnic group data and respect the rights of individuals to define their own ethnic group and 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 policy for race equality. The collection and use of this information will comply with the provisions of the Data Protection Act 1998.