



RACE EQUALITY POLICY

Author of Policy
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Date adopted by Governors/Academy
December 2014

A handwritten signature in dark purple ink, appearing to read "R. J. M.", is written over a horizontal line.

Signed on behalf of Governing Body

Reviewed July 2013
To be reviewed July 2015

ALL SAINTS CHURCH OF ENGLAND ACADEMY PLYMOUTH
Pennycross, PLYMOUTH PL5 3NE

All Saints Church of England Academy, Plymouth aims to be an inspirational community of learning, which will transform the life chances of the students and make a positive contribution to the well-being of the local community and the wider world. The Academy is rooted in Christian values including truth, justice, forgiveness, generosity and respect. The Academy aims to provide outstanding educational opportunities and experiences which will enable all students, regardless of ability and background, to bring out the best in themselves, and to make a difference for good in the world.

The Academy believes that education is about the development of the whole person, and in educating each student will endeavour to:

- sharpen the mind
- enrich the imagination
- strengthen the body
- nourish the spirit
- encourage the will to do good
- open the heart to others

This policy and the associated procedures are based on these principles, aims and beliefs.

Introduction

The Staff and Governors of All Saints Academy, Plymouth are fundamentally opposed to every kind of racial discrimination and we are committed to helping everyone within our Academy community to achieve their potential. Anyone not following the principles of this policy will be dealt with through the Academy procedures for staff and students. Under the 1976 Race Relations Act it is unlawful to discriminate on racial grounds in employment, training and education.

The ethos of the Academy will show the respect and the entitlement to education, of all persons entering the Academy. We will take every opportunity to demonstrate a positive attitude towards the multi-cultural society in which we live and its opposition towards racism inside and outside the Academy. Whenever possible the Academy will endeavor to recognise religious and cultural feast days and celebrations through Assemblies and the Personal Development programme.

Purpose

- To provide a safe learning environment for all students and staff, free of any racial discrimination or harassment
- To ensure equality of opportunity for all students so that they can enjoy their education and are able to achieve their full potential
- To remove processes and procedures, which work to the disadvantage of some students
- To recognise and challenge prejudice against race, culture and religion
- To provide a curriculum which includes and celebrates diversity
- To support students through Student Voice Activities.
- To continually review Teaching and Learning strategies which encourage and motivate students towards the highest standards in achievement and behaviour
- To establish a safe environment where students respect the differences between themselves and others
- To promote opportunities for all members of the Academy community – Governors, Parents, students, staff and support services – to work together and remove barriers to achievement through positive action
- To have in place systems for the assessing the effectiveness of Academy policies on students, staff, and parents/carers of different ethnic groups
- To review, evaluate and monitor the effectiveness of current Academy systems for student progress, attainment and behaviour to ensure equality of opportunity
- To ensure this policy, its principles and objectives are identified and reinforced throughout other Academy policies

Procedure

In practice the Academy will:

- adopt an anti-racist and multi-cultural approach to the curriculum

- develop strategies for teaching and learning that take into account the experiences of parents/carers and students from different cultures
- ensure curriculum areas constantly examine their syllabi and decide the best way to teach positively against racism
- ensure that teachers constantly assess to what extent the experiences of their students is reflected in the way lessons are presented.

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Racist behaviour is unacceptable and will be dealt with in a consistent manner. A racist incident should be understood to be any expression of racist attitudes, whether or not it is disruptive enough to call for serious disciplinary action or whether it is directed at a particular individual.

The perpetrator will be dealt with in accordance with the Behaviour policy. Where necessary parents/carers should be informed. All incidents of racist behaviour must be recorded on the appropriate form available from the Principal's Personal Assistant. For certain incidents it may also be necessary to refer to the Academy Anti-Bullying policy and to record the incident on a Bullying Incident Report form.

Resources

- Services for Children and Young People Schools Reported Racist Incident form
- Bullying Incident Report form