

RACE EQUALITY POLICY

Date of Policy	September 2023
Date of Next Review	September 2024
Staff responsible	Headteacher
Responsibility (Governors or School)	Governors
Reference	Staff shared area/policies/

Race Equality Policy

1. Background

Severn Vale is an 11-16 Academy. As of September 2023, there were 1355 students on roll and in terms of ethnicity as follows:-

Any other Asian background	7	Other White British	24
Any other ethnic group	8	Pakistani	3
Black - African	22	Any other Black Background	6
Black Caribbean	5	White - English	1061
Chinese	5	White - Irish	5
Indian	9	White - Scottish	0
Bangladeshi	1	White and Asian	17
Other mixed background	19	White and Black Caribbean	57
White and Black African	14	White Eastern European	45
White and chinese	2	White Western European	6
White Other	27	Information Not Yet Obtained	8
Gypsy/Roma	2	Refused	2
		Total	1355

As at September 2023, there were 154 members of staff and in terms of ethnicity are as follows:

Asian / Asian British	3	Black or Black British/African	2
Black or Black British, Caribbean	4	White & Black African	1
White and Black Caribbean	2	White British	134
White, other	4	Not obtained	2
Any other mixed background	2	Total:	154

Severn Vale School provides an education for all and aims to “empower all to achieve”, acknowledging that the society within which we live is enriched by the ethnic diversity, culture, language and faith of its citizens.

The National Curriculum encourages schools to:

“Prepare all pupils for life where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds”

2. Aims and Values

Severn Vale School will strive to ensure that the culture and ethos of the school are such that, whatever the heritage and origins of members of the school community, everyone is equally valued and treats one another with respect. We expect all students and staff to apply our core values of Courtesy, Compassion, Honesty, Integrity and Perseverance, and apply the Golden Rule, that is to treat others as you would like to be treated yourself.

Students should be provided with the opportunity to experience, understand and celebrate diversity. Each individual is valued and respected for who they are irrespective of age, race, ability, beliefs, status or social background.

We recognise:

- The inclusive nature of the National Curriculum and the opportunities that every subject area presents for encouraging “respect of diversity”

- The importance of valuing festivals from diverse faiths
- That minority ethnic groups include Gypsy Travellers, Refugees and Asylum-seekers and less visible minority groups e.g. Irish.
- The important contribution immigrants and their descendants have made to Britain
- The importance of Global Citizenship
- The importance of strong home/school and wider community links
- Our duty under the Race Relations (Amendment Act 2000) to promote race equality actively
- The recommendations of the inquiry into the death of Stephen Lawrence:
“That Local Authorities and school governors have the duty to create and implement strategies in school to prevent and address racism” (Recommendation 68)

The school is wholly committed to eliminating unlawful racial discrimination and to promoting equal opportunities and good race relations in all areas of school life.

We are mindful of our legal responsibilities, but our commitment is based not upon legal obligation but on a conviction that valuing the individual, celebrating diversity and unlocking the potential of all learners is the very essence of education.

3. Leadership and Management

Commitments

To realise its aim of tackling racial discrimination, and promoting equal opportunities and good race relations, Severn Vale School is committed to practical action across all aspects of school life:

Attitudes, behaviour and environment

- We will endeavour to promote an ethos based on mutual respect between all members of the school community where our core values of courtesy, compassion, honesty and integrity and the Golden Rule are applied
- We will ensure that our procedures for the delivery of praise and consequences, and managing Behaviour for Learning (BfL) are fair and equally applied to all students irrespective of ethnicity
- We will challenge racist attitudes wherever they arise, following clear procedures (set out below) to ensure that all incidents of racism and racial harassment are dealt with promptly, firmly and consistently
- We will aim to ensure that our school environment, including displays, reflect and promote cultural and ethnic diversity
- We recognise the importance of language to a person’s sense of identity and belonging and we will celebrate the home languages of all students and staff

Personal development, attainment and progress

- We will encourage and support all students and staff to reach their potential, celebrating the achievements of all
- We will monitor the progress and attainment of all students, as well as groups of students by ethnic origin, in order to identify and respond to underachievement by any individuals or groups
- We will ensure that all students are offered the support and guidance they need and that they all have equal access to extra-curricular activities

Curriculum, teaching and assessment

- We will ensure that curriculum planning takes account of the ethnicity, background and language needs of all pupils
- The allocation of students to teaching groups and their choice of optional subjects will be fair and equitable to students from all ethnic groups
- We will ensure that teaching methods and resources take account of ethnic diversity, challenge prejudice and encourage positive attitudes to ethnic difference and racial equality

- Assessment outcomes will be used to inform the specific needs of ethnic minority students and to inform policies, planning and the allocation of resources

Admissions, attendance, inclusion and suspension

- We welcome admissions of pupils from all ethnic groups and take active steps to ensure that the admissions process is fair and equitable to all pupils
- We will monitor admissions, attendance and suspension / permanent exclusion by ethnic origin and identify / address any disparities between ethnic groups
- We will ensure that the process of suspending a pupil is fair and equitable to pupils from all ethnic groups
- We recognise the right of pupils to take time off for religious observance and will support pupils on their return to school to minimise any disruption to their education

Staffing – recruitment, training and professional development

- We will ensure that all those involved in recruitment and selection adhere to the school's procedures which are consistent with the statutory race relations Code of Practice in Employment
- We welcome applications from under-represented minority ethnic groups to apply for positions at all levels within the school
- We will monitor the employment and professional development of staff by ethnic group, reviewing and amending policies and procedures on recruitment, training and development in the light of evaluations

Parents, governors and community partnership

- We welcome parents/carers from all ethnic groups into school and encourage them to become involved in all aspects of school life
- We encourage people from ethnic minority communities to become school governors

Responsibilities

Governing Body

The Governors of Severn Vale School are responsible for:

- Ensuring that the school complies with Race Relations legislation
- Ensuring that the Race Equality Policy and its procedures are followed

Headteacher

The Headteacher is responsible for:

- Making sure that the race equality policy is readily available and that governors, staff, students and their parents/carers know about it
- Making sure that the race equality policy and procedures are followed
- Ensuring all staff know their responsibilities with regard to the race equality policy and receive training/support in carrying them out
- Ensuring appropriate action is taken in case of racial harassment and racial discrimination
- Working with the Diversity Champion to ensure the school's work on the promotion of race equality is given a profile in the school

Diversity Champion

The Diversity Champion is responsible for:

- Co-ordinating the school's work on race equality
- Training staff and raising awareness of the issues and context pertaining to race equality
- Developing a more diverse and inclusive curriculum
- Monitoring and evaluating the school's work

All Staff

All staff are responsible for:

- Dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping
- Promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality, beliefs or ethnic origins

Visitors and contractors

All visitors and contractors working for the school should be aware of and comply with the school's race equality policy.

4. Specific Duties

Severn Vale School will pay due regard to the Race Relations Act in relation to assessing and monitoring the effects of our policies on students, parents/carers and staff from different racial groups:

Planning and developing policy

- The implications for race equality will be considered in the process of developing, improving and planning all school policy
- The School Improvement Plan will include specific reference to the promotion of equal opportunities/race relations issues
- We will ensure that race equality issues are explicitly addressed in all policies through the normal policy review process, with priority given to the school's Behaviour Policy.

Ethnic Monitoring

- The school's assessment, recording, reporting and target setting procedures ensure that the progress of all students is assessed against their targeted performance. Parents are kept informed of their child's progress through reports and parents' evening.
- Information on the achievement of ethnic minorities with regard to attainment and progress compared to targets will be monitored and extracted on an annual basis, in order to inform planning and decision-making.
- Data on exclusions, will be monitored and any trends relating to ethnic minority students will be identified and evaluated
- Data on staff recruitment and ethnic minorities will be gathered and positive actions to ensure equal opportunities will be considered.
- Responsibilities for ethnic monitoring lies with the Assistant Headteacher, reporting to the Headteacher, Governing Body and where appropriate the LA

5. Putting the Race Equality Policy into Practice

- All staff and governors will receive a copy of this policy. The policy and its implications will be explained to staff via INSET / staff meetings.
- Communication of this policy to students will be via assemblies, Futures lessons, the School Parliament and the curriculum.
- The full version of the policy will be available to all parents via the school website or upon request a paper copy from the school
- Arrangements will be made to translate/communicate this policy in other formats upon request
- All class teachers and tutors will be trained in the care and support of students who have experienced racial abuse

6. Dealing with Racist Incidents

When an incident is perceived by the victim as being racially motivated we will:

- Treat the incident seriously and deal with it as speedily as possible
- Report all incidents to the Assistant Headteachers, Key Stage Pastoral Leads
- Repeated racist incidents or a single serious incident may lead to consideration under child protection procedures.
- Listen carefully to the victim, offering support and reassurance that the incident will be fully investigated
- Ensure the incident is fully investigated through individual discussions and written reports from all those involved, including any witnesses to the incident
- Ensure that a member of SLT is involved in the decision as to the appropriate disciplinary action that should be taken, according to the school's Behaviour Policy
- Ensure the perpetrator is made aware of how unacceptable the incident is, both to the school community and humanity
- Inform the Head of Year and Assistant Headteachers who will ensure that the incident is logged on My Concern
- Ensure that both sets of parents are contacted and informed of the incident, the school's response and actions
- Follow up any racist incident by offering further support to the victim and where appropriate undertaking further discussions with the perpetrator to make clear the unacceptable nature of the behaviour and the seriousness of any repetition.
- An allegation against a student should be dealt with by the Year Team Leader or Senior Leadership Team
- An allegation against a member of staff should be reported directly to the Headteacher
- An allegation against the Headteacher should be reported to the Deputy Headteacher

Other related policies

Racial equality is included as an explicit aim in all of the school's policies in this area. Other related policy: Equality Act Statement.

Monitoring and Evaluating the Policy

This policy will be updated annually by the Headteacher and monitored by the Governors' Children, Families and Community Committee.