



Racial Equality Policy

The School's Aims, Values & Commitment to Racial Equality:

- The school is committed to ensuring equal opportunities for all students as outlined in the 'Equal Opportunities Policy' (see Staff Handbook)
- Racial Equality is central to this commitment
- As a Language College, we accentuate the international dimension and aim to foster positive relationships between people of all nationalities and ethnic groups
- We are fully committed to:
 - ✓ Celebrating cultural diversity
 - ✓ Challenging racism in all its forms
 - ✓ Sharing these values with parents and the local community

This policy fulfils the School's legal obligations under the Race Relations (Amendment) Act 2000:

- To eliminate unlawful racial discrimination; and
- To promote equality of opportunity and good relations between persons of different racial groups.

Leadership, Management & Governance

The Governing Body is responsible for:

- Ensuring that the school complies with Race Relations legislation; and
- Ensuring that the policy is implemented.

The Headteacher is responsible for:

- Implementation of the policy on a day-to-day basis
- Ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- Ensuring that appropriate action is taken in dealing with racist incidents

All staff (Teaching & Non-teaching) are responsible for:

- Dealing with, and reporting, any racist incidents
- Promoting good race relations

Dealing with Racist Incidents

- The school 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 school 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 LA, including reporting when no such incidents have been recorded during the year.
- All racist incidents will be regarded as a serious matter and will be dealt with accordingly

Strategic Development and Review

The Headteacher, working with the Governing Body of the School will:

- Ensure that the School has an Action Plan for the implementation of the Race Equality policy
- Ensure that the policy is regularly reviewed

This policy should be read in conjunction with the school's Safeguarding Policy and Procedures (including Child Protection). All our practice and activities must be consistent and in line with the Safeguarding Policy and Procedures noted above. Any deviations from these policies and procedures should be brought to the attention of the Headteacher so that the matter can be addressed.

Compiled by: <i>Race Policy Working Group</i>	Revision number: <i>1</i>
Approved by: <i>The Governing Body</i>	Revision date: <i>Summer 2012</i>

(Reviewed by NCL – June 2015)