

MallingHolmesdale

MHF federation

POLICY FOR

RACIAL EQUALITY

PERSON RESPONSIBLE

FEDERATION DIRECTOR OF
INCLUSION

DATE REVISED

JANUARY 2011

DATE LAST REVIEWED/
GOVERNOR HUMAN
RESOURCES TEAM

MARCH 2011

The Malling School (TMS) and Holmesdale Technology College (HTC) are committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The school strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. The schools will strive to promote race equality in all dimensions of the schools life and community.

We will:

- Take positive action to eliminate racial discrimination and harassment
- Promote equality of opportunity for all members of the school community
- Promote good relations between people of different racial groups

Cultural and ethnic diversity will be valued in the curriculum, in the schools workforce, the governing body, the parental body and the student body. We will ensure that the culture and ethos of the schools places equal value on the diverse racial faith and ethnic groups, cultural and linguistic heritage represented in our society.

We acknowledge and value all ethnic and national groups represented in the schools communities, including Asylum Seekers, Refugees, Gypsies and other Travellers.

We recognize we live in a multi-cultural and multi-faith community and we will strive to recruit a workforce to reflect this.

We endorse the recommendations of the Stephen Lawrence Inquiry Report.

We accept the definition of racism and institutional racism included in the Stephen Lawrence Inquiry Report.

Racism – Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin.

Institutional racism – The collective failure of an organization to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which

disadvantage minority ethnic people.

We will ensure that all members of the schools communities will have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.

Curriculum

TMS and HTC provide a broad and balanced curriculum for all pupils. The schools accept the three principles in the statutory inclusion statement for the National Curriculum:

- Setting suitable learning challenges for all pupils
- Responding to pupils' diverse learning needs
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils.

We recognize that citizenship presents opportunities for encouraging respect for diversity.

Our curriculum co-ordinators and heads of department are responsible for ensuring their subject schemes of work raise awareness of multi-cultural issues and challenge stereotypical views of different racial groups and nomadic communities. In the purchase of resources, our curriculum co-ordinators will ensure that materials reflect and celebrate ethnic and cultural diversity.

Teaching and Learning

TMS and HTC strive to ensure that teaching and learning styles include and raise achievement of all pupils.

We will ensure that methods of assessment are culturally neutral and do not disadvantage pupils for whom English is an Additional Language.

We will ensure that setting and grouping arrangements raise achievement of all pupils and do not reinforce negative stereotypes or lower the self-esteem of pupils.

Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality.

Community Consultation and Partnership

TMS and HTC are committed to working in partnership with local minority ethnic community groups and promoting racial harmony.

We will be pro-active in encouraging representation on the school governing body to ensure it reflects the ethnic profile of our school population and the community.

We will welcome minority ethnic community and faith groups by inviting them to join in the celebration of cultural and religious festivals in our school.

We will be pro-active in recruiting community volunteers to ensure the school's volunteer profile reflects the ethnic profile of the school population and the community.

We will take positive action to ensure that communication is accessible to all.

Racial Incidents

TMS and HTC will not tolerate any form of racial harassment or abuse.

We accept the definition of a racial incident as included in the recommendations of the enquiry into the death of Stephen Lawrence.

Racist Incident – A racist incident is any incident which is perceived to be racist by the

victim or any other person.

The schools have a racial incidents policy procedure. The School Principal is responsible for implementing the procedure and ensuring that all members of the school community are aware of, and understand, the policy.

Ethnic Monitoring

TMS and HTC will ensure that ethnic monitoring of the pupil population and the workforce is undertaken positively to ensure equality of opportunity and high achievement for all groups.

The Executive Principal (EP) will ensure that all staff involved in recruitment and admissions receive appropriate training and understand the process and rationale for collecting data on Ethnicity.

The EP will ensure that data on the ethnic profile of the school is used to monitor the impact of policies on pupils, staff and parents from different racial groups.

Monitoring and Review

Monitoring and review of all policies will inform the development of a Race Equality Action Plan for the school. TMS and HTC are committed to monitoring by racial group:

- Admissions
- Attainment in all curriculum areas
- Key stage 4 option choices
- Attendance
- Racist Incidents and Action Taken
- Selection and recruitment of staff
- Exclusions
- Awards and rewards

EP will assign responsibilities to staff for each area.

Review of the Equality Policy

The Equality Policy shall be reviewed annually by the Federation Director of Inclusion.

Responsibility

It is the responsibility of all members of the school community to:

- Promote race equality and support the implementation of the Equality Policy including the Racial Incidents Reporting Procedure
- Behave in a manner which respects and values cultural and linguistic diversity
- With the help of “student voice” challenge and eliminate racial discrimination, racial harassment and racial abuse.