



PROMOTING RACIAL EQUALITY POLICY

Date of Last Review: February 2016

Date of Next Review: February 2019

Responsibility: Mr M. O'Shaughnessy

Advisory Body Signature:

1 Introduction

The Ravensbourne School (TRS) believes in, and is committed to, promoting equality of opportunity and diversity, the value of the individual and good race relations for the benefit of everyone. The Advisory Body and staff recognise their responsibilities in preparing young people for life in a culturally diverse society.

The school has a broad ethnic mix which is above the National average for similar schools (20% of the in-take are from minority ethnic groups). There have been no racist incidents recorded in the past 2 years.

The school acknowledges and accepts its responsibilities under the single Public Sector Equality Duty (PSED) from April 2011, as per the Equality Act 2010. Thereby the School will take reasonable and proportional consideration as legally required for those with a protected characteristic.

2 Aims and Values

This policy builds on The Ravensbourne School's Equality and Diversity Policy

2.1 TRS believes in equal opportunity for all and will tackle racial discrimination and promote race equality and good relations across all areas of The School. This includes:

- Progress, attainment and assessment
- Behaviour, discipline and exclusions
- Student's personal development
- Curriculum access and opportunity
- Teaching and Learning
- Staff recruitment and professional development

2.2 The aims of this policy are to:

- set out the school's ethos, vision and values with respect to racial equality;
- emphasise The Advisory Body's commitment to equal opportunities;
- provide information on the school's arrangements for the promotion of racial equality;

3 The School Ethos, Vision and Values

i. Commitment

3.1 TRS is committed to ensuring equal treatment of all its employees, students and any others involved in the school community, regardless of race. TRS will ensure that no-one is treated less favourably in any procedures, practices or aspects of School life as a result of their race.

- 3.2 TRS will not tolerate harassment of people based on their race.
- 3.3 TRS will be proactive in promoting good race relations, and will tackle racial discrimination should it arise.
- 3.4 TRS will encourage support and enable all students and staff to reach their potential
- 3.5 TRS will work in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination.

3.6

ii Responsibilities

The commitment to racial equality must be evident in all areas of school life. However, that commitment is specifically made by the:

a) The Advisory Body and Headteacher, in relation to their responsibility to:

- Ensure that the school complies with the Race Relations legislation and the Equality Act 2010.
- Ensure that this policy and its related procedures and strategies are implemented
- *Appoint an Equal Opportunities Officer, (EEO) Deputy Headteacher, who will have the promotion of racial equality as part of his/her job description, including:*
 - *the implementation of the policies;*
 - *liaison as appropriate to ensure that racial equality is promoted in the curriculum;*
 - *keeping up-to-date with current thinking;*
 - *attending appropriate courses and training sessions;*
 - *training and support of staff;*
 - *ensuring that any racial incidents are appropriately dealt with, and outcomes recorded;*
 - *advising the Head on the development of the policy;*
- *Appoint one member of The Advisory Body to act as designated person for equality and diversity, which will include responsibility for liaising with the EEO on the Racial Equality Duty.*

a) All staff, who will:

- Deal with racist incidents, and know how to identify and challenge bias and stereotyping
- Promote racial equality and good race relations and not discriminate on racial grounds
- Be kept up to date with race relations legislation by attending training and information opportunities

b) All students will:

- Respect all fellow students and adults, regardless of ethnicity
- Report all incidents of racism or racial harassment

c) All visitors and contractors:

- Should be aware of, and comply with, TRS's race equality policy

3.7

iii Breaches of the Policy

All racist incidents will be recorded in the school's "Racial Incidents Register" and dealt with in accordance with the appropriate school policy, such as the school's Equality and diversity policy, the Behaviour for Learning Policy, the school Grievance policy or the school's Complaints Procedure Policy (depending on the particular incident and the most appropriate route within which that incident needs to be dealt with).

4 Complaints Procedure

Anyone in the school who feels that this policy is not being followed is entitled to raise the matter with the Head.

Anyone outside the school who wishes to make a formal complaint must do so through the school's complaints procedure.

5 Ethnic monitoring: Ethnic data will be available to staff through the student tracking procedures.

5.1 Ethnic data will be used in the monitoring of the following:

- a) attainment
- b) progress
- c) exclusions

This will apply to individuals, teaching groups, cohorts and the whole school.

6 Monitoring, Evaluation and Review

6.1 The Head will report to The Advisory Body on the working of the policy annually.

6.2 The Advisory Body will review the working of the policy annually and will review the policy itself at least every two years and assess its implementation and effectiveness.