

Reference:	Status:	Approved By:	Date:	Revision:
BC/GEN/014	Approved	Resources Governors Teaching & Learning Governors	25 November 2015	003

# Race Equality

## POLICY

### BIDEFORD COLLEGE

#### RATIONALE

All schools, regardless of the number of students and staff who are from ethnic minority communities, are required under the Equality Act 2010 to take steps to eliminate racial discrimination and to promote race equality and good race relations.

Schools must aim to:

Eliminate unlawful discrimination  
Promote equality of opportunity  
Promote good relations between people of different racial groups

Schools also have a duty:

Have a policy in place  
Assess its impact on students, staff and parents/carers  
Monitor the operation of the policy

#### BASIC GUIDELINES

Our College is a community of learners: we believe in actively promoting equality and opportunity in every aspect of college life. We respect and value the linguistic, cultural and religious diversity of the community we serve. The legal duties contained in the Race Relations (Amendment) Act 2000 guide and support our mission to:

- Celebrate the diverse nature of society;
- Ensure race equality in all areas of our work;
- Tackle racism in all its forms.

In order to realise our commitment to race equality we will take all steps necessary to:

- Promote equality of opportunity in every aspect of the life of all students, parents/carers and staff;
- Promote positive non-discriminatory behaviour
- Eliminate unlawful racial discrimination.

We are opposed to all forms of racism, including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural or national origins, traveller and refugee status, and asylum seekers. No person at Bideford College should be subject to or tolerate racial harassment. The procedures for staff to follow in dealing with racial incidents are given in the Staff Handbook.

This policy supports and affirms our College's aim to tackle racial discrimination and promote race equality and good race relations across all areas of the college's activities including:

- Progress, attainment and assessment
- Behaviour, discipline and exclusions
- Students' personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- Curriculum planning and delivery
- Staff recruitment and professional development
- Partnership with parents/carers and communities
- Governance and regulation

#### RESPONSIBILITIES

*Governing body*

Responsibility for this policy and its effective implementation rests with the governing body.

The governing body will:

- Adopt and review the race equality policy;
- Review all other school policies covered within the scope of the race equality policy;
- Monitor and evaluate the operation and impact of the race equality policy;
- Provide the resources and support structures needed to ensure the effective implementation of the policy.

The governing body will also consider appointment of a governor who will oversee the effective implementation of the race equality policy and report on issues to the whole governing body.

*Principal*

The governing body has delegated day-to-day responsibility for the management of the policy to the Principal. The Principal has a responsibility to:

- Ensure the effective implementation of the policy;
- Communicate the policy and its implications to staff, students and parents and publicise the school's values and aims;
- Oversee the organisation of relevant training for staff;

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- Monitor and report on the operation of the policy;
- Take any remedial actions as required.

#### *STAFF*

The race equality policy applies to all staff.

Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy, such as the investigation of reported incidents of racism or racial harassment. All staff should know how to identify and challenge racial bias and stereotyping, and will promote racial equality and good race relations.

Staff will be consulted on the implementation of the policy through the normal procedures that apply, and via the relevant professional associations.

#### *Students*

The race equality policy applies to all students. Our college's Code of Conduct supports this policy.

#### *Visitors and contractors*

All visitors, contractors and any other persons are required to comply with the race equality policy.

### **TRAINING AND DEVELOPMENT**

We will review the training and development needs of governors as part of the annual process of reviewing the race equality policy. We will review the training and development needs of staff as part of the ongoing process of continuing professional development. All governors and staff are expected to be aware of the content of the race equality policy and its implications for the work of the school.

### **MONITORING AND REVIEW**

The school will monitor, evaluate and review the impact of the policy on student progress and standards through the comparative achievements of ethnic groups.

In particular these will include:

- Behaviour management (including exclusions)
- Racist incidents, racial harassment and bullying
- Curriculum, teaching and learning (including responses to diverse language and cultural needs)

We recognise the complex and sensitive nature of ethnic group data, and respect the rights of

individuals to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. We will also ensure that information about an individual's ethnic group is treated in confidence and strictly for the purpose of monitoring the operation and impact of the race equality policy.

Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of the Data Protection Act 1998.

The school will not amend the ethnic group as recorded by an individual student, parent or members of staff, nor classify the ethnic group of individuals where they have failed or refused to do so.

The race equality policy will be subject to an annual review by the Governing Body. The race equality policy applies across all other policy areas. Reviews of other policies will consider their impact on race equality.

### **BREACHES OF THE POLICY**

#### *Definition*

Bideford College has adopted the definition of a racist incident adopted by the MacPherson Report (1999) published following the Stephen Lawrence enquiry.

A racist incident is any incident which is perceived to be racist by the victim or by any other person.

This means that any incident which is perceived as racist will be recorded and investigated according to the procedures outlined in this policy. In seeking to establish whether racial harassment has taken place, the member of staff investigating the incident will look to establish whether any act or expression has occurred which causes harm or offence, directed by a member of one racial or ethnic group to others, where the motivation or the effect is to create racial dislike or hatred.

#### *Principle*

The following principles underpin the school's approach to dealing with racial harassment:

- All incidents should be responded to immediately and appropriately. Some aspects of the response may need to be dealt with at a later stage, for example contact with parents/carers.

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- College staff should understand that their reaction to such incidents will influence the attitude of students.
- All members of the college community, including staff, students and parents/carers have a right not to experience racism at college whether or not it is directed at them.
- It is important that the college staff acknowledge that students who have experienced racism may have developed appropriate strategies for dealing with this. Intervention should, where possible, support these strategies and not disempower students.
- All incidents of racial harassment should be treated as a serious disciplinary matter.
- Consistency in dealing with incidents is essential if students and staff are to be clear about the college's commitment to dealing with racism.
- Some instances of racial harassment will constitute crimes and must be reported to the police in accordance with the 'Antisocial Behaviour, Crime and Policing Act' (2014)
- It may be the victim's preference that the incidents should not be investigated. In such cases the consequences should be fully explained, but the victim's preference should be upheld, except where a crime has, or may have been committed or where not to respond may be detrimental to the college ethos and the community.

All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to the relevant member of the senior management team. The College will monitor and report on the number of racist incidents on a termly basis to governors and annually to CSF.

It is important to remember that racial harassment takes many forms. Incidents may include:

- Threatened or actual physical assault
- Verbal abuse
- Expressions of prejudice calculated to offend others, or influence the behaviour of others
- Racist graffiti
- Distributing racist literature.
- Wearing of badges or symbols belonging to known racist organisations
- Name calling

- Teasing in relation to language, religion or cultural background
- Inappropriate humour.

It is important to recognise that:

- Racial harassment may be one aspect of an incident that has other dimensions
- Staff may need to deal with comments made by parents or other adults as well as children
- Incidents may include group as well as individual behaviour
- Such incidents are often part of more complex interactions which may take place in school.
- Racist incidents are not always overt
- Racist behaviour can occur without a target or victim being present
- Acts or expressions may include negative body language- for example, the refusal of a child from one ethnic group to sit next to, or work with, a child from another.
- Racial harassment is not based on intentionality.

#### **Dissemination**

We will provide information about our race equality policy in the Prospectus and in information sent to applicants for staff posts. Information about the implementation of the policy will be included in the School Profile.

The policy will be affirmed in assemblies and through the curriculum, including the Citizenship programme. The policy will be available from the school office on request.

#### **ASSOCIATED POLICIES/PROCEDURES**

Anti-Social Behaviour, Crime & Policing Act 2014  
Behaviour Management Policy  
Data Protection Act 1998  
Equal Opportunities Policy  
Inclusion Policy  
Safeguarding Policy  
Single Equity Scheme  
SMSC Policy

#### **REVISION HISTORY**

003 Equality Act 2010 (Nov15)  
002 Add Safeguarding/Single Equity Scheme reference (Mar12)  
001 Original document (Jan 07)