



## Race Equality Action Plan

Objective	Action to be taken	Responsibility	Timetable
<p><b>Policy Development and review</b></p>	<p>We will regularly review, monitor and assess all policies and strategies for their effectiveness and impact in eliminating racial discrimination, promoting racial equality and good race relations.</p> <p>We will build racial equality questions into the school's self-review and evaluation frameworks.</p> <p>We will use the results of reviews and assessments to inform all planning and decision-making.</p>	<p>Governing Body Head teacher Assistant Head [Student Effectiveness]</p>	<p>Policy updated February 2008. Reviewed annually</p>
<p><b>Consultation</b></p>	<p>Newquay Tretherras School seeks to expand existing networks for consultation so as to facilitate the involvement of ethnic minority staff and students in the onward development of the race equality policy and action plan.</p> <p>We will use qualitative data from surveys and consultations to</p> <ul style="list-style-type: none"> <li>• Help measure the impact of policies on parents and staff and</li> <li>• Build trust and communication</li> </ul>	<p>Assistant Head [Student Effectiveness]</p>	<p>Ongoing</p> <p>Pupil consultation February 2008</p> <p>Kirkland and Rowell Questionnaire April 2008</p>

<p><b>Admissions</b></p>	<p>Newquay Tretherras will take active steps to ensure that the admissions process is fair and equitable to pupils from all ethnic groups. It will continue to review its policies and practices.</p> <p>The school follows and supports the policy of Cornwall LEA which does not permit sex, colour, race or disability to be used as criteria for admission.</p>	<p>Head teacher, Governing body and Local authority</p>	<p>ongoing</p>
<p><b>Publication of Race Equality Policy and raising awareness</b></p>	<p>We aim to publish the Race Equality Policy and Action Plan on our website.</p>	<p>Assistant Head [Student Effectiveness] and director of ICT</p>	<p>Target date April 2008</p>
<p><b>Staff Awareness and training</b></p>	<p>We aim to train all staff and raise awareness of the new policy and correct procedures that must be followed in response to a complaint. We will ensure that everyone understands the importance of accurate reporting</p>	<p>Head teacher and leadership team.</p>	<p>Ongoing</p>
<p><b>Review and analyse ethnic groups of current students</b></p>	<p>We will continue to use our PLASC data to analyse the ethnicity of our school population.</p>	<p>Assistant Heads [ Directors of student achievement and student effectiveness]</p>	<p>Ongoing – reviewed annually using PLASC and RAISEonline data.</p>

<p><b>Monitor progress of students by ethnic groups</b></p>	<p>We will use quantitative data to:</p> <ul style="list-style-type: none"> <li>• Collect data broken down by ethnicity to assess levels of attainment and progress.</li> <li>• Measure the race- equality impact of existing activities(e.g. the use of rewards and sanctions such as exclusions)</li> </ul>	<p>Head teacher and leadership team</p>	<p>ongoing</p>
<p><b>Monitor Racist Incidents</b></p>	<p>We will introduce a new racist incident reporting form. We will use both qualitative and quantitative data to consider how many incidents there have been in any given period and how satisfied the groups most affected are in how they are dealt with.</p>	<p>Head teacher and assistant head- Director of Student Effectiveness.</p>	<p>New Form to be available to staff by March 2008.</p>