



## Newquay Tretherras School

### Race Equality Policy

#### Introduction:

Newquay Tretherras School is a large comprehensive school serving the local community. It has a small number of ethnic minority students, representing 2.9% of the school's population. Within the school 0.5% of all pupils do not have English as a first language, this compares to a national average in 2007 of 10.5 % (RAISEonline, 2007)

The table below provides key data on the ethnic composition of the school. This data is derived from the 2007 School Census data set; ethnicity is described using the ethnic categories introduced in the 2003 Pupil Level Annual School Census (PLASC). Please note that the figures are rounded and may not add up to 100%.

<b>Ethnic Group</b>	<b>School %</b>	<b>National %</b>
White - British	92.4%	77.5%
White - Irish	0.1%	0.4%
White - Traveller of Irish heritage	0.0%	0.1%
White - Romany or Gypsy	0.0%	0.1%
Mixed - White & Black Caribbean	0.4%	1.1%
Mixed- White & Black African	0.2%	0.4%
Mixed - White and Asian	0.2%	0.7%
Mixed - any other mixed background	0.4%	1.2%
Asian or Asian British - Indian	0.0%	2.4%
Asian or Asian British- Pakistani	0.0%	3.2%
Asian or Asian British- Bangladeshi	0.0%	1.3%
Asian or Asian British - any other Asian background	0.1%	1.0%
Black or Black British – Caribbean	0.0%	1.4%
Black or Black British – African	0.0%	2.5%
Black or Black British - any other black background	0.0%	0.5%
Chinese	0.0%	0.4%
Any other ethnic group	0.1%	1.1%
Parent/pupil preferred not to say	1.7%	0.8%
Ethnicity not known	3.0%	0.9%

## **Aims**

In accordance with the Race Relations Amendments Act 2000 we aim to:

- Promote racial equality
- Promote good race relations
- Eliminate unlawful racial discrimination

Newquay Tretherras is committed to these goals. Our Race Equality policy will ensure that we all have the right and opportunity to reach our full potential.

Our aim at Newquay Tretherras is to:

- Build an inclusive ethos by opposing all forms of racism, harassment, prejudice and discrimination through providing a safe learning environment and by tackling racial harassment in line with the LA and the school's Race Equality Policy. Create a school ethos which promotes race equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices. Victims will be supported through the pastoral system and perpetrators helped to understand why their behaviour is unacceptable. Please refer to the Racist Incident Form.
- Make Newquay Tretherras an environment where everyone, irrespective of their race, colour, ethnic or national origin, feels welcomed and valued.
- Ensure that all students and staff are encouraged, and able to achieve their full potential.
- Respect and value differences between people.
- Prepare students for life in a diverse society.
- Promote good relations between different racial groups within the school and the wider community.

## **Roles and Responsibilities**

- The Head teacher, leadership team and the governing body will have the responsibility to ensure the implementation of the Race Equality Policy.
- Heads of Department will ensure that teaching and learning in their departments has a globally inclusive nature.
- Heads of School and Heads of Year will ensure that the various cultural needs of our students are understood, communicated and met through the pastoral curriculum.
- All teachers and staff have a duty to ensure that all of their students' academic and pastoral needs in school are met.
- All parents will have the right to be consulted, informed and asked to participate in the life of the school.
- All students will have the right to be consulted, informed and have the opportunity to participate in all school activities.

### **Curriculum, Teaching and Assessment**

Newquay Tretherras School is committed to delivering a global, anti-racist curriculum across all subjects which challenges damaging stereotypes and racism and proactively celebrates cultural diversity.

This will include:

- Curriculum content which provides a global perspective. Displays and signs around the school which celebrate diversity.
- EAL Teaching to overcome barriers of language if appropriate.
- use of positive role models (parents, governors and local contacts) from the community in the classroom; special talks and assemblies.
- grouping students in classes according to ability and fairness.

### **Students- Personal development, Attainment and Progress**

- students' GCSE results and SATs result will be analysed and communicated to Subject Leaders and the Leadership Team to inform future planning.
- any underachievement by ethnic minority students will trigger specific and targeted action to improve attainment.
- the school will celebrate students' personal development in class, in daily assemblies and end of year assemblies as well as displays around the school.
- the school will be culturally sensitive to the needs of ethnic minority students to ensure full participation in extra-curricular activities.

### **Admissions, Attendance, Discipline and Exclusions**

Newquay Tretherras School will ethnically monitor the above to ensure that all processes are fairly applied to all ethnic groups by:

- recording admissions, attendance and exclusions by ethnicity.
- ensuring equality of treatment in relation to admission, attendance, discipline and exclusion.
- ensuring that the school's behaviour policies are applied equally to all students.
- ensuring that we work with external agencies to meet with the needs of Travelling Children.
- ensuring that all staff operate a consistent system of rewards and punishments.

### **Staffing- recruitment and professional development:**

The school will take active steps to employ an ethnically diverse workforce on the basis of merit and thereby provide positive role models for students by:

- Advertising new posts widely in all relevant media.
- Ethnically monitoring the recruitment process for all vacancies (applications, short listings, appointments) to ensure that there is no ethnic bias.
- Providing professional development opportunities to all staff, and encouraging ethnic minority staff to consider promotion on merit in line with statutory duties and LA guidelines.
- Ensuring an induction programme for all new staff which includes the Race Equality Policy and ensuring that existing staff are made aware of the policy.

### **Monitoring and Evaluation**

The Governing Body, the Leadership Team and all staff will review the Race Equality Policy annually. Any changes and developments in race equality will be regularly communicated to students, staff, governors, parents and visitors by:

- Monitoring progress on race equality and communicating it to governors, parents and students through meetings and through the school newsletter.
- Communicating what will happen if the race equality policy is contravened.
- Producing a realistic action plan which will be drawn up by the Assistant Head teacher – Director of Student Effectiveness to explain what the school will actually do to tackle racial discrimination, promote equality of opportunity and promote good race relations which build on existing good practice.
- (please see Action Plan for Race Equality)

### **Complaints procedure**

If anyone in the school feels that the policy is not being followed then they should raise the matter with the head teacher who will facilitate the appropriate action, which may include an investigation and report on the issue. If there is a formal complaint then the school's complaints procedure will be used.

If a pupil reports a racist incident then this incident must be recorded and reported to the Assistant Head [Student Effectiveness]. Records will detail the offence, the persons concerned and the action taken. This will be monitored to enable the school to be aware of the nature and frequency of such events and to assess the effectiveness of the School's response to such incidents. All racist incidents are monitored and reported to the LEA.

## **Breach of the Race Equality Policy**

The following actions may be taken if the race equality policy is not followed:

**For a Student** – a meeting will be arranged, with or without Parents present. Suitable sanctions will be implemented. These may include a verbal or written apology, the withdrawing of privileges and other sanctions including exclusion where violence has been used.

**For a member of staff** – a discussion with the head teacher and/or Chair of Governors followed by a verbal warning and then written warning.

**For governors** – a discussion with the chair of governors followed by a verbal and then written warning.

**For Heads** – Discussion with the LA officer and verbal warning, followed by a written warning.

All staff and students have the right of appeal.

Date of policy .....

Date of review .....

Senior Staff member responsible .....

This party was formulated by a working party consisting of the Head teacher, Assistant Head teacher-Director of student effectiveness, Governors, pupil representatives and members of the school forum.