

Racial Equality Policy

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Racial Equality Policy

The aims and objectives of The Small Schools Multi Academy Trust in formulating this statement are:

- To promote racial and cultural understanding
- To establish a whole Trust approach to racial education
- To reduce and eradicate wherever possible instances in which pupils are subjected to racial inequality or harassment
- To ensure that all pupils, parents, staff and Directors are aware of this policy and fulfil their obligation to it.

This policy aims to address promotion of racial understanding and action against Racist behaviour.

Trust Ethos

The Trust ethos is to value the individual child and to prepare that child to become a well-informed and caring citizen of the future. The Trust strives towards achieving this ethos by promotion of racial and cultural understanding alongside, equal opportunities and anti bullying.

Values and Beliefs

The Small Schools Multi Academy Trust believes that all racial inequality is unacceptable, nurturing an understanding, acceptance and tolerance of cultural differences that should prepare our children for a multicultural society.

Whole Trust approach to Racial Education

1. Children will explore cultural diversity as part of their religious education;
2. Children will discuss effects of racial inequality as part of their P.S.H.E. and Citizenship education;
3. As part of the English Curriculum children will read and discuss poetry and stories from multicultural backgrounds and authors;
4. As part of geography and RE within the Trust curriculum the children are made aware of other cultures. The Trust has links with the Buddhist community who live in Kings Bromley.
5. As part of the music curriculum children will learn about the similarities and differences of different music emanating from different cultural backgrounds;
6. As part of the Art curriculum children will learn about the similarities and differences of different artist emanating from different cultural backgrounds.
7. As well as teaching specific language skills through MFL children are made aware of the cultural significance of languages.

Teaching Implications

All teaching staff, learning support assistants, lunch-time supervisors, cleaning staff and parent helpers will be made aware of the aims of this policy. Furthermore all staff will be expected to encourage positive attitudes to ethnic differences, cultural diversity and racial equality.

The teaching methods employed to promote ethnic differences, cultural diversity and racial equality will involve a range of teaching methods such as:

- whole class work
- group work
- discussion
- written work
- practical work (including drama)
- circle time
- visits to or from people of differing cultural backgrounds.

The Headteacher or P.S.H.E. and Citizenship co-ordinator will update staff on future teaching and learning materials and expectations either by attending courses or, workshop opportunities in the Trust with children from different cultural backgrounds.

Resources

The Trust will take active steps to ensure that resources in all areas of the curriculum are inclusive. That the resources provided for all areas of the curriculum will promote a greater understanding of cultural diversity, racial equality and the importance of challenging racism and racial discrimination. Resources are available to meet the specific needs of pupils from ethnic minority groups and are used as necessary. The Trust makes full use of the resources available within its local ethnic minority communities.

Monitoring and Assessment

- The Co-ordinators for R.E. P.S.H.E. and citizenship, English, Geography, Music and Art will monitor and evaluate each year the effectiveness of racial education in the scheme of work to ensure an appropriate curriculum for pupils
- Assessment outcomes of pupil's attitudes to a multicultural society will inform future teaching, planning and policies.

Pupils

The Trust values the achievements and progress of all its pupils no matter what race, gender language or disability all will be treated as individuals and their attainment and progress will be monitored to ensure that there is not any disparity with any other groups. Nevertheless should any unjustified disparity occur immediate action will be taken to ensure that strategies are put in place to eliminate disparity. Furthermore all pupils will have access to extra curricular activities.

Parents, Directors and Community Partnership

The Trust regularly informs parents of their child's progress irrespective of race, gender or disability via parent's evenings and a formal report at the end of each academic year. Moreover parents will be contacted by either the class teacher or Headteacher if it is considered that their pupil is not making satisfactory progress.

The Trust welcomes people from ethnic minority communities to become Trust Directors. The Trust ensures that Director support is appropriate for all ethnic groups.

The Trust strives towards active links with ethnic minority communities through its Religious Education and I.C.T. via E-Mail/Website usage.

Admission, attendance, discipline and exclusion

The Trust takes active steps to ensure that the admission process is fair and equitable to pupils from all ethnic groups. Steps are taken to ensure that all selection methods are fair and equitable to pupils from all ethnic groups. The Trust monitors pupils' attendance by ethnic group and uses the data to develop strategies to address poor attendance. The Trust understands and is sympathetic towards absence for religious observance.

The Trust's procedure for disciplining pupils and managing behaviour are fair and applied equally to all pupils irrespective of ethnicity. Moreover the Trust has in place strategies ready to identify differences in rates of exclusion between ethnic groups. The Trust strives to ensure the process of excluding a pupil is fair and equitable to pupils from all ethnic groups. Strategies in place to reintegrate long-term truants and exclude pupils address the needs of pupils from all ethnic groups.

Attitudes and environment

A 'whole Trust' approach is used to promote racial equality and eliminate racial discrimination. The Trust strives to ensure diversity as having a positive role to play with the Trust.

Racism, racial discrimination and racial harassment

The Board of Directors and staff wholly condemn any form of racist behaviour and has adopted the Staffordshire guidelines for schools on Racial Harassment as their framework to eradicate racist behaviour.

Tackling Racial Harassment

Any incident of racial harassment is unacceptable in our Trust. Incidents could take the form of physical assault, verbal abuse, damage to a pupil's property or lack of co-operation in a lesson, due to the ethnicity of a pupil. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- Stop the incident and comfort the pupil who is the victim;
- Reprimand the aggressor and inform the victim what action has been taken;
- If the incident is witnessed by other pupils, tell them why it is wrong;
- Report the incident to the CEO or Headteacher and inform him/her of the action taken;
- Inform the class teacher(s) of both the victim and the aggressor, then record what happened in the Behaviour Log (kept in the Headteacher's office);
- Inform both sets of parents, if appropriate.

The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the National Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity. All racist incidents are now recorded and reported to the governing body by the CEO.

The Trust completes a report of discriminatory incidents involving members of the Trust community as they occur and reports it to the Board of Directors annually.

Staffing

Recruitment and selection procedures are consistent with statutory procedures are consistent with the statutory race relations Code of Practice in Employment. Everyone involved in recruitment and selection adheres to the Trust's recruitment and selection procedures. Steps are taken to encourage people from under-represented ethnic minority groups to apply for positions at all levels in the Trust. The recruitment and selection process is monitored and reviewed to ensure that discrimination is not taking place and to identify examples of good practice.

The Trust monitors the employment and professional development of staff by ethnic group. Staff and Directors go through regular and systematic training programmes on racial equality. Proactive steps are taken to identify, support and provide opportunities for the professional development of staff from all ethnic groups. A person's effectiveness in deal with racial equality issues is addressed through various line management mechanisms. Finally the Trust takes active steps to ensure that selections for redundancy avoids racial discrimination.

Monitoring, review and evaluation

- All action plans will be reviewed yearly. The plans will set clear targets for the coming year.
- This Racial Equality Policy will be reviewed annually.
- The person responsible for monitoring the effectiveness of racial equality procedures and policy will be the CEO and P.S.H.E. and Citizenship Co-ordinator.