



Race Equality Policy

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Aims and Values

Leasowes High School, a member of the Invictus Education Trust, endeavours to be friendly and inclusive and welcomes people from all ethnic and cultural backgrounds. It views ethnic and cultural diversity as enriching the community and society. Leasowes High School welcomes its duty of care towards students and staff so they may develop their abilities to the full and feel comfortable and valued in themselves and respected by others. We are committed to building a fully inclusive community in Dudley and across our local communities.

Leasowes High School actively opposes all forms of racism. Tackling racism is recognised as a long term process of change that requires the full commitment of the school community and involves ongoing consultation, reviewing, strategic planning and evaluation. Staff challenge racism whenever it occurs.

School objectives – race equality and good relations

Leasowes High School will work with all stakeholders, students, parents, staff, the local community, the local authority, contractors and service providers to promote race equality and good race relations. We will work to ensure that students and staff understand the importance of promoting race equality for the dignity of all and the well-being of the school and the whole community.

Race equality – other policies

It is essential that race equality underpins all Leasowes High School policies. The different circumstances and differing needs that may affect individuals because of their racial background will be considered to avoid the risk of bad practice and the possibility of racial discrimination through ignorance.

Student attainment and progress

In response to national and local data indicating disparity between the relative performances of different racial groups the Leasowes High School seeks to minimise and eradicate this by:

- monitoring the progress of all students, including ethnic minority students, against their previous attainment and comparing this with the progress of other students in the same and other ethnic groups both locally and nationally
- investigating the reasons for any disparities in the attainment of different racial groups in school and tackling them
- working with students and parents/carers to set challenging attainment targets for all students, including ethnic minority students
- making sure that teachers have access to all relevant performance data so that they can form well-founded expectations and set appropriate targets for under achieving students
- identifying any areas of work or stages where students are not doing well, and setting targets for improvement
- providing guidance or mentoring for students, including ethnic minority students, at risk of underachieving, working in partnership with outside agencies when appropriate
- using displays, assemblies and other opportunities to provide positive images of a range of people and endeavouring to provide good role models from different racial groups

- tackling stereotyping that links ethnic groups with particular occupations or lifestyles where they could undermine the desire to attain highly

Curriculum content

We believe student attainment is highest when the curriculum is relevant, accessible and interesting.

This means that Leasowes High School will:

- endeavour to ensure that lessons and other activities draw on the backgrounds and experiences of all students and that they address the interests of all students including ethnic minority students and their families
- ensure that curriculum content informs students about world cultures and history and encourages understanding and respect for people of all races and cultures
- challenge prejudice and racism through curriculum content
- take active steps to ensure that resources used in all areas of the curriculum and elsewhere are inclusive and do not assume that the audience is mono-cultural
- not use curriculum materials uncritically that include racial stereotypes or undermine respect and understanding between people from diverse backgrounds
- promote positive images of ethnic minority people and celebrate their contribution to the United Kingdom and world culture
- ensure that option choices and careers guidance encourage all students, including ethnic minority students, to consider the widest range of opportunities including the full range of post-sixteen options and avoid stereotyping students career choices on the basis of their ethnic/cultural background
- take steps to ensure that ethnic minority students do not suffer racism or discrimination during any work experience and make sure that placements are given without bias
- ensure that students are equipped to identify, challenge and deal with racism, bias, prejudice and racial stereotyping
- work consistently to ensure that students understand and skills required to deal with this behaviour

Learning and teaching

Staff will endeavour to use teaching styles and methods to suit the needs of all students, including those from ethnic minority groups.

They will therefore:

- ensure that staff know how to help students whose first language is not English to improve their communication skills in English
- make sure that all students have equal access to classroom and other Leasowes High School resources
- encourage students from different ethnic groups to work together, and take positive action to engender mutual respect and trust.
- where necessary use classroom observations to monitor relations between different ethnic groups and address any tensions or problems
- check all internal assessment tasks for cultural bias prior to use
- use assessment results to ascertain any specific learning, resource or support needs for students including ethnic minority students
- endeavour to identify any bias found in teacher assessments or reporting processes.

Pastoral care

Leasowes High School values the contribution made to the community by all students from all ethnic backgrounds and wants them all to feel safe, valued, included and at peace in the school environment.

Leasowes High School will, therefore:

- foster cultural awareness and mutual understanding and respect between students from all ethnic backgrounds
- expect all students to play their part in creating and sustaining a positive atmosphere of mutual respect, understanding and cooperation between students from all ethnic backgrounds
- ensure that all staff understand the culture and needs of all including ethnic minority students, their families and their communities
- expect all staff to help foster a positive atmosphere of mutual respect and trust among students from all ethnic groups
- ensure that staff have the necessary training on how to implement this policy and how to challenge racism, discrimination and racial stereotyping effectively
- gather feedback from all students, parents, staff and local communities including ethnic minority communities to identify any obstacles that prevent them from making the most of the opportunities provided by the school and take the actions necessary to remove them
- take into account students' dietary needs in the provision of canteen foods and in the planning of offsite educational activities
- ensure that the school dress policy takes account of the religious and cultural needs of all groups of students
- make sure, wherever possible, that displays of work and assemblies reflect the ethnic make up of the school community, promote cultural diversity and support increased understanding of the wider world
- consider students' cultural and religious backgrounds and experiences to improve the inclusiveness of extra-curricular activities and use extra-curricular activities to promote cultural awareness, understanding and community cohesion
- monitor the participation of students from different ethnic groups in extra-curricular activities and consult and involve students in modifying or adding activities if there are found to be deficiencies in the provision
- where appropriate, use older students including ethnic minority students as role models and mentors for younger students
- remove racist graffiti at the earliest opportunity and take appropriate action against perpetrators if known
- ensure all staff are aware of, and use local authority guidance for reporting and recording racist incidents and complaints
- monitor staff effectiveness in dealing with racist incidents, racial harassment, prejudice and stereotyping
- provide full support for victims of racist incidents, harassment and bullying ensuring responses to all reported incidents involve senior staff and staff with specialist knowledge in the area of race equality

Student attendance, behaviour discipline and exclusion

Leasowes High School endeavours to make sure students from all ethnic backgrounds attend regularly and conduct themselves responsibly. Where they do not, the school aims to ensure that its disciplinary procedures are applied fairly and consistently, with understanding and sensitivity to students from all ethnic backgrounds.

Leasowes High School will, therefore where necessary:

- monitor attendance and absence rates by ethnic group
- investigate any disparity in such rates for different ethnic groups and address them in partnership with parents, specialist professionals and, where appropriate, ethnic minority community representatives
- act to address any issues about conduct or attendance that affect, adversely, individual students or groups of students
- respect the right of students to be absent from the school for the observance of religious festivals and follow local and national guidance with regard to the length and frequency of such absences
- ensure staff are trained in understanding cultural differences in behaviour and are aware of such differences when interpreting disruptive behaviour
- monitor the use of rewards and sanctions by ethnic group to ensure they are used fairly and equally with students, irrespective of their ethnic background
- take proactive steps to prevent exclusion, including early targeting of those perceived to be at risk of exclusion and giving them the appropriate support to try to avoid potential serious indiscipline that may lead to exclusion
- monitor exclusion by ethnic group; investigate any disparity in the rates for different ethnic groups and address them in partnership with parents, specialist professionals and, where appropriate, ethnic minority community representatives

Racism, harassment and bullying

All complaints of racist incidents, racial discrimination and racist harassment or bullying will be dealt with fairly, firmly and consistently

- all staff are expected to deal with incidents involving racism, (including prejudice and stereotyping), racial harassment and racist name-calling when they occur. Staff are expected to be alert to these issues in order to recognise them.
- endeavours will be made to ensure that from the earliest opportunity students are taught how to recognise racism, racial discrimination and racial harassment and that they are expected to report any such incidents to a member of staff who will instigate the agreed procedure to ensure that the matter is dealt with in an appropriate and timely manner and that adequate support is given to victims
- all racist incidents and complaints about racial discrimination and harassment against staff or students will be formally recorded, as will their resolution.
- the effectiveness of actions to address racist incidents will be kept under review
- information given to parents will state explicitly how Leasowes High School deals with racist incidents

Staff Recruitment and Career Development

Leasowes High School ensures its recruitment and selection procedures are lawful, in line with national and local authority guidelines and follow best practice. We believe the following measures will enhance this policy:

- All staff involved in recruitment will be mindful of the benefits of students' ethnic backgrounds being reflected in the ethnicities of staff, so that, if possible, students have positive role models in school.
- Leasowes High School SLT and HR will ensure that job advertisements and information about the school do not discourage applications from ethnic minority people because of the way in which posts at the school are described.

- Staff with responsibility for training and professional development will monitor that ethnic minority staff have equal access and involvement in training and development opportunities.

Communications

Leasowes High School will endeavour to communicate this policy to the local community and in particular to those already involved with the school. It is expected that this policy will become part of the school ethos and that anyone who feels that they are suffering or witnessing racism, racial harassment or racial discrimination will gain courage and confidence to raise the matter with school staff. To reinforce this:

- Leasowes High School procedures for dealing with racism, racial harassment and abuse will be conveyed clearly in staff training, briefings and the staff induction handbook.
- Students will be informed of the procedure through the pastoral support system where necessary.
- Leasowes High School's stance on race equality will be stated in information for job applicants and other publications as appropriate.
- This policy will be made available to anyone who requests it.
- Staff within the school will help ethnic minority parents/carers and parents/carers of ethnic minority children play an active part in helping to raise their child's performance.
- Leasowes High School will endeavour to make sure that parents/carers who are not fluent in the English language have access to parental information sent out by the school.

Roles and Responsibilities

Promoting race equality and challenging racism is a collective responsibility that cannot be left to a small number of concerned staff. As more staff show and encourage multicultural and inter-racial understanding and appreciation, are prepared always to intervene when racist remarks, discrimination or harassment occur, race equality will become more embedded in the school ethos. This will have benefits for everyone, but especially for all our students who are growing up to take their place in a multicultural, multi-ethnic society. All concerns raised should be reported using the Conduct Policy and online Safeguarding monitoring (CPOMS).

Policy Breaches

Through this policy it is expected that all students and staff will play their part in creating a positive atmosphere of mutual respect understanding and cooperation between people from different ethnic groups. This is because everyone has a right to dignity within Leasowes High School and freedom from discrimination, abuse, harassment, prejudice or stereotyping. Racist behaviour makes people feel distressed and uncomfortable in themselves. It is important to note that it is not the victim alone who might judge an action or remark to be racist. If witnesses believe, with good cause, that a racist action or remark has occurred, they have an equal right to report the incident as they should not have to work or learn in an environment where racism is not tackled.

Where students are perpetrators, they will be subject to the school disciplinary procedures, the extent of the sanctions will depend on the severity and persistence of the racist behaviour. Serious offences may result in exclusion. Perpetrators may be required to work through tasks that will help them to consider the impact of their actions to help

prevent re-offending. Their parents are likely to be informed and invited to the school to discuss the incident. Students who are victims will be kept fully informed about the investigation process and supported through the school's pastoral support system.

Staff have a legal right to protection from racism in all its forms. If a member of staff is accused of being the perpetrator the Trust's disciplinary procedures will come into operation. If a member of staff is the victim and the alleged perpetrator a student the incidents should be dealt with according to this policy. Persistent racist behaviour towards a member of staff will be dealt with severely. A visitor or parent/carer against whom a member of staff lodges a complaint of racist behaviour will be contacted by the Headteacher so action be taken to ensure that the member of staff does not come into contact with the person against whom the complaint was lodged, unless by agreement. If the racist behaviour continues action may be taken to prevent the parent or visitor coming into the school.

Where parents or visitors to the school are perpetrators, they will be asked to stop the racist behaviour immediately and Leasowes High School stance will be explained. If they do not they will be asked to leave the premises and police support will be summoned if necessary. If visitors are representing a company or an outside agency, the visitor's action will be reported to the company or agency. Where parents or visitors to the school are victims Leasowes High School will seek to heal any damaged relations, dealing with student or staff perpetrators as described above.

In all cases of racist behaviour, the resolution should lead to an assurance that the behaviour will not be repeated, and reconciliation.

DATE OF NEXT REVIEW: September 2022