



Bungay High School...

Race Equality Policy



www.bungayhigh.co.uk

Opportunity and Excellence for All





Bungay High School...

Race Equality Policy

School Context

- At Bungay High School, the large majority of staff and students come from white ethnic groups. In the academic year 2009-10, of 912 students on roll, 38 were from ethnic minorities.
- The school has a well-established racial incidents policy entitled 'Dealing with Racist Incidents'. In the past three years a very small number of incidents have been reported each year. Those have most often been incidents of racist name calling.
- The school's Spiritual, Moral, Social and Cultural Policy provides the context for this Policy.

Aims and Values

The school's Mission Statement is:

Bungay High School strives to create a high quality learning environment where all people matter and are able to achieve success.

We aim:

- To provide an appropriate curriculum which fosters an interest in learning and enables all students to reach their full potential.
- To provide a dynamic environment in which high quality learning can take place.
- To recognise and reward effort and achievement.
- To nurture the personal and social development of every student.
- To create a positive atmosphere in which all members of the school are treated with respect.

Within that context, in all areas of school life, we aim to

- Encourage, support and help all students and staff to reach their potential.
- Work with parents, carers and the wider community to tackle racial discrimination and promote good practice.
- Work with the parents of black and ethnic minority students to ensure close partnership in supporting their children.
- Ensure that this Policy and the school's 'Dealing with Racist Incidents' Policy are followed in practice.
- Ensure that within the community our general duty to promote good race relations is fulfilled.



Race Equality Policy

Responsibilities

The **governors** are responsible for:

- ensuring that the school complies with the amended Race Relations Act 1976
- ensuring that the Race Equality Policy and procedures are followed.

The **Headteacher** is responsible for:

- ensuring that the Race Equality Policy is readily available and that governors, staff, students and parents know about it
- making sure the Race Equality Policy and its procedures are followed
- producing regular information for staff and governors about the Policy and how it is working, and providing training for them on the Policy, if necessary
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of racial harassment and racial discrimination.

All **staff** are responsible for:

- dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping
- promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnicity or national origins
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

Designated Members of the Senior Leadership Team are specifically responsible for:

- co-ordinating work on race equality
- dealing with reports of racist incidents
- monitoring the achievements of ethnic minority students and reporting to the LEA as required.

Visitors and **contractors** are responsible for:

- knowing and following our Race Equality Policy.

Procedures

Monitoring of Policy

The Policy, along with the 'Dealing with Racist Incidents' Policy will be monitored by the Governors' Care and Achievement sub-Committee. In doing this, they may do the following:



Race Equality Policy

- monitor the achievement of black and ethnic minority students
- monitor the fixed term and permanent exclusions of black and ethnic minority students

Ethnic Monitoring

- Data on the attainment of ethnic minority students will be collated. This data will be reported to the LEA on an annual basis and to the Governors' Care and Achievement sub-Committee.
- The ethnic origins of all students will be listed annually on the school's PLASC return.

Reviewed and revised Apr 10