



Race Equality Policy

Adopted:	November 2016
Review Date:	November 2018
Responsible for Review:	Associate Head
Committee for Review:	Care and Achievement
Frequency of Review:	2 Years
Statutory:	Yes

School Context

- At Bungay High School, the large majority of staff and students come from white ethnic groups. In the academic year 2016/2017, of 1044 students on roll, 31 were from ethnic minorities.
- The school has a well-established racial incidents policy entitled 'Dealing with Racist Incidents'. In the past five years a 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

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.

Commitments

Our commitment to racial equality and cultural diversity involves all members of the school community – students, staff, parents/carers, governors and visitors, and applies to all areas of school life. These areas include:

- Staffing: recruitment, selection and professional development
- Curriculum
- Teaching and Learning
- Assessment, achievement and progress
- Behaviour, discipline and exclusion
- Personal development and Pastoral Care
- Admissions and attendance
- Partnerships with parents/carers and the community

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

- Ensure that this Policy and the school's 'Dealing with Racist Incidents' Policy are followed in practice



- 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
- Respect and value the differences between people
- Prepare students for participation in Britain's multi-ethnic, diverse society
- Make the school a place where everyone, taking account of race, colour, language, religion, ethnic or national origin, feels welcomed and valued and feels a sense of collective and community identity
- Help students develop a sense of personal and cultural identity
- Promote good relations between different racial, cultural and religious groups within the school and within the wider community
- Acknowledge the existence of racism and takes steps to prevent it
- Oppose all forms of racism, xenophobia, racial prejudice and racial harassment.

Linguistic diversity

We recognise and celebrate linguistic diversity in British society and, wherever possible, we offer bilingual support for students appropriate to the level of their knowledge of English.

Religious observance

We respect the religious beliefs and practice of all students, staff, parents/carers and comply with all reasonable requests relating to religious observance and practice.

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.
- Reporting racist incidents to the designated member of the Senior Leadership Team.

Designated Member of the Senior Leadership Team is specifically responsible for:

- recording reports of racist incidents

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:

- monitor the achievement of black and ethnic minority students and report if there is a significant issue
- 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.
- The ethnic origins of all students will be listed annually on the school's PLASC return.