



## CALLINGTON COMMUNITY COLLEGE ACADEMY TRUST

# RACE EQUALITY POLICY

### **Aims of Policy**

This policy supports the aims of the college in that it seeks to promote the welfare of all students and their academic achievement, especially those from minority ethnic backgrounds. The college recognises that students from minority ethnic groups and their families often experience exclusion and it wishes to support those students and their families in particular ways set out in this policy. The policy also aims to meet the requirements of the Race Relations (Amendment) Act 2000.

### **What is Racism?**

Racism is defined by the college as attitudes and actions directed against a person by virtue of the fact of their colour and/or ethnicity in such a way as to hurt another or to engage in stereotyping. The college believes that racism is wrong and it will not tolerate racist attitudes among its staff, students or those who visit the college. Racist attitudes and behaviour will always be challenged by staff when they encounter it or when it is brought to their attention. The college will not tolerate racist taunting or bullying and in certain cases will contact the police, especially if parents are involved.

The college, through its basic curriculum, seeks to recognise the multi-cultural nature of Britain in the 21st Century. The college regards a multi-cultural society as a positive feature of modern Britain, one that celebrates the rich diversity that makes this nation truly Great. As part of its specific Personal, Social and Health Education (PSHE) and Citizenship entitlement for all students there will be work focusing on living in a multi-cultural society and the need to combat racist attitudes and discrimination.

### **Monitoring minority ethnic students' achievement**

The college's Behaviour Management Policy and Anti-bullying Strategy directly cover racism and racist attitudes. Nevertheless, the college recognises that racist attitudes and bullying often go on unreported. Therefore the college, with the consent of parents, will monitor students from ethnic minorities in such a way as to find out what sort of attitudes they have encountered or whether bullying using racial taunts has been encountered. It is important that ethnic minority students are not seen as victims but the college recognises they might encounter particular problems in light of national research.

Ethnic minority students will be monitored at least on a half-termly basis by their personal tutor, with any incidents being reported to the college's senior leadership team for appropriate action. Where an incident has a racist element the college will ensure that it lets all concerned know that it will not tolerate racism and will apply appropriate and swift sanctions.

The college's prospectus will contain a clear statement about the unacceptability of racism and racist attitudes, either exhibited by staff, students or parents. Visitor policies will make it clear that racism is unacceptable and will not be tolerated by the college. Each year the governing body will include a statement in its annual report concerning racism and will

indicate if incidents have happened and how they were dealt with. The college newsletter will regularly state the college's commitment to combating racism. The home/college contract will include the unacceptability of racial abuse or racially motivated behaviour.

Given the small numbers of minority ethnic students in college their progress cannot easily be seen statistically. Hence, the college will track individual ethnic minority students using assessment data to measure progress against that expected for all students in the college. Where concerns about the progress of minority ethnic students arise the college will seek the most appropriate intervention in consultation with parents.

The college will assess all ethnic minority students for their mastery of English. Where support is needed the LEA will be contacted to seek the appropriate assistance and support.

## **Working with Parents**

The college will take positive measures to support the parents of ethnic minority students. Parents will be invited to attend Parent Forums and Parent Council meetings to promote engagement and a positive dialogue with school. Parental opinion will be sought regarding the effectiveness of school policies relating to racial equality through stakeholder surveys.

## **College Trips & Visits**

When going on trips students will be reminded of their responsibility to act appropriately. The issue of living in a multi-cultural society will be brought-up and that racial abuse or the exhibiting of racist attitudes will be dealt with severely by the college.

When studying about Cornwall, its history and geography, mention will be made of the different sorts of people who come to visit the county. It will be made clear that racism is unacceptable and that we have a duty of hospitality to all those who come here on business or for a holiday.

## **Exclusions**

Teachers will be alert to early signs of disaffection or a drop in attainment or progress. If this happens the senior management team will be alerted and an intervention will be put in place to ensure that progress is resumed and attainment reverts to the level expected. Where an student is on a path which may lead to exclusion, the college will talk with the parents to see what measures can be taken to keep the student in college. Support will be sought from outside agencies where appropriate.

## **Staff Appointments**

The college welcomes applications from all qualified teachers irrespective of gender, race, ethnicity or sexuality for posts advertised by the governors. When teachers from ethnic minorities are appointed they will have the opportunity for ethnic minority mentoring.

## **Monitoring & Evaluation**

The Headteacher will monitor the effectiveness of the policy on an annual basis. This will be done in the following ways:

- Monitoring the number of incidents with racial element.
- Monitoring the effect of any PSHE/C module which has had a focus on combating racism.
- Monitoring the effectiveness of the policy through stakeholder surveys and parent groups, for example through the SES process.
- A report to the governors will be made annually on the effectiveness of the policy and amendments made where necessary. All policy changes will be communicated to parents.

All racially motivated incidents will be reported to the LA; appropriate sanctions will be applied swiftly and will include an education and reparation meeting with the Safeguarding Development Manager.