



CALLINGTON COMMUNITY COLLEGE

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 minority ethnic students and their families often experience exclusion simply because they are different 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 minority ethnic parents, will monitor ethnic minority students in such a way as to find out what sort of attitudes they have encountered or bullying using racial taunts has happened, if it has happened at all. 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 management for appropriate action. Where it can be established that an incident has a racist element the college will ensure that it lets all concerned know that it will not tolerate racism.

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 SATs and optional SATs 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. At parent consultation evening teachers will bring up the issue of racism to see if any has been picked up by the family and not reported in college. Where there is a language barrier the college will contact the LEA to see what sort of support is available.

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. When this happens the senior management team will be alerted and an intervention will put in place to ensure that progress is resumed and attainment at the level expected. Where an ethnic minority 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.

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.

The Headteacher will speak to ethnic minority teachers about the issue of race as part of an annual review.

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.
- Talking with the parents of ethnic minority students to ensure they are happy with the workings of the college's policy.
- Talking with ethnic minority students to ask them how they feel the policy is working.

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 LEA on a termly basis and if no incidents occur during the year the LEA will be sent a nil return by 31st March each calendar year.