



## **Racial Equality Policy**

**July 2021**

Policy lead	M Rawling
Date approved by Governing Body	December 2021
Governor signature	L Babalola
Review date	December 2024

## Racial Equality Duty Statement

(This runs alongside the Equality Duty Statement)

At Repton Manor we aim to ensure that our school mindset, curriculum and curriculum material (physical, virtual and otherwise) are evenly spread and diverse such that it reflects the wide range of racial diversity of our students and their families.

We aim to:

- Eliminate unlawful racial discrimination, and to promote equal opportunities and good race relations in all areas of school life
- Provide a wholistic learning experience (within the classroom and through social interaction outside) that enables our students to appreciate the variety of ethnicity we have and to be culturally and racially aware.
- Help each student understand different types of racism that they may encounter in society and how to identify unconscious/hidden racial bias from an individual perspective in an effort to help foster personal awareness and create a fully inclusive society.

By the time our students finish their education at Repton Manor they will understand and appreciate the presence and impact of racial and cultural diversity, be better equipped and emotionally aware to handle potential racial situations they may face in future within the wider society.

### **Commitments**

We are committed to:

- Actively tackling racial discrimination, and promoting equal opportunities and good race relations;
- Encouraging, supporting, and helping all pupils and staff to reach their potential;
- Working with parents and guardians, and with the wider community, to tackle racial discrimination, and to follow and promote good practice
- Making sure the race equality policy and its procedures are followed.

### **Role and Responsibilities**

In order to achieve our stated aims and meet our commitments the following roles and responsibilities are outlined below.

### **Governing body**

The governors are responsible for ensuring:

- The school complies with the amended Race Relations Act 1976 (the Act)
- That the race equality policy and its procedures are followed
- Equalities Governor to represent and oversee relevant/related matters at the Governing Board
- Annual review of incidents alongside DSLs to analyse any trends in data.

## **Head teacher**

The head teacher is responsible for:

- making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians 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; and
- taking appropriate consistent action in cases of racial harassment and racial discrimination.

## **All staff**

All members of 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 ethnic or national origins; and
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

## **Staff with specific responsibilities**

The following specific roles and responsibilities include:

- The Headteacher and DSLs coordinate work on race equality; and dealing with reports of racist incidents and bullying related to racism.
- The curriculum lead (Deputy Headteacher) monitors and identifies target areas to further develop the understanding of our school community in race equality.
- Each staff member is responsible for remaining vigilant and highlighting incidents of suspected racism in the school community amongst children or adults. This may result in whistleblowing (please see whistle blowing policy).

## **Visitors and contractors**

There is an expectation that all visitors and contractors will act in accordance with this policy and that they have an awareness of the current legislation when interacting with the school community.

## **Monitoring**

We have a specific duty under the Act to assess and monitor the effects of your policies (including your race equality policy) on pupils, parents, guardians, and staff from different racial groups. This monitoring will be guided by the data regularly collected under the Equality and Accessibility policy.

## **Assessment and Review**

Data on race equality, including incidents is collected via:

- An annual safeguarding report to governors.
- Our School Curriculum offer via Curriculum Map

Everyone in the school is kept informed about the policy and how it is working by an equality objective being featured on the whole school plan priority annually. These may feature in some or all of staff member's performance management target setting.

## **Policy breaches and disciplinary action**

Where the policy is breached the following disciplinary actions/procedures will be taken in line with the relevant policies below:

- Equality, Diversity & Accessibility Plan
- Whistle Blowing Policy
- Behaviour Policy
- Staff Conduct Policy
- Anti-Bullying Policy