



## RACE EQUALITY

Review Date:	March 2008	Last review date:	N/A
Policy Adopted:	August 2007	Next review date:	TBD

**This Policy incorporates the Academy's vision and core values.**

Spires Academy is committed to complying with the requirements of the Race Relations Act 1976 and the Race Relations Amendment Act 2000 in seeking to promote race equality in all areas of its work and practice.

### **Introduction**

The Academy is committed to promoting equality of opportunity and good race relations for the benefit of everyone. The governors and staff recognise their responsibilities in preparing young people for life in our culturally diverse society. They also recognise the opportunity to demonstrate that commitment both as a community resources provider and as a local employer.

### **Purpose**

The Governing Body of the Academy aims to support the creation of an environment that will:

1. eliminate unlawful discrimination and harassment
2. promote equality of opportunity
3. promote good relations between people from different racial groups
4. celebrate and promote cultural diversity.

### **Guiding Principles:**

The Academy is guided by three essential principles:

1. every student should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
2. every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
3. every student should develop the knowledge, understanding and skills that they need in order to participate in our multi-ethnic society, and in the wider context of an inter-dependent world.

### **The Governors' commitment:**

The commitment to race equality must be evident in all areas of Academy life. However, that commitment is specifically made by the Governing Body in that it will ensure that the Academy will undertake to:

- regularly review its policies, including the Race Equality Policy, particularly with reference to their impact on pupil attainment



- aim to reflect within its workforce and Governing Body, the composition of the community it serves
- ensure that procedures for the recruitment of staff comply with all the requirements of the Acts.

**The Head of School will:**

- ensure that opportunities for professional development are equally available to all
- not discriminate on grounds of race in any admissions and transfer procedures
- record and report data on admission and transfer procedures
- record any incidents of a racial nature and racial harassment and take appropriate action to deal with them
- monitor students' attainment and progress by recording and reporting on:
  - class groupings according to ethnic composition
  - results of public examinations
  - exclusions, behaviour and rewards
  - parental involvement, for example, attendance at Parents Evenings
  - provision of support and guidance
- include within the Academy Development Plan an action plan to address the issues mentioned above
- review the working of the policy as appropriate, and at least on a bi- annual basis.

**Staff Responsibilities:**

All staff are expected to:

1. deal with any racist incidents that might occur
2. know how to identify and challenge racial and cultural bias and stereotyping
3. support students in their class for whom English is an additional language
4. incorporate principles of equality and diversity in all aspects of their work.

Behaviour or action against the spirit or the letter of the aims on which this policy is based will be considered a serious disciplinary matter and may lead to dismissal.

**Conclusion**

To achieve these aims, every person connected with Spires Academy, and within the community, will accept responsibility to implement the action plan. The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.