

## Darwen Aldridge Community Academy Race Equality Policy



It is the vision of the sponsor that all staff and students are treated equally and without discrimination. The academy embraces the wide and varied cultures that form the community of Darwen and staff promote this at every opportunity.

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## **Race Equality Policy**

### **Ethos**

The academy will fulfill its commitment to race equality by valuing diversity and by actively promoting good inter-personal and community relationships.

The academy will fulfill its commitment to race equality by promoting an atmosphere of mutual respect and trust among all members of the academy community.

The school will fulfill its commitment to race equality by ensuring that all staff, pupils and parents are treated with respect and dignity.

This policy applies to all governors, staff, pupils, parents and visitors to the Academy, including all contractors.

Our race equality policy builds upon the Mission Statement, core values and ethos of the whole Academy community. We recognize our statutory duty to eliminate racial discrimination and promote race equality and good race relations in all that we do. This policy will be an integral part of Academy life.

## Leadership, Management and Governance

The Governing Body is committed to promoting equality of opportunity, good race relations and eliminating unlawful racial discrimination. The governors expect all staff, pupils and parents to support us in this work. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice. We will ensure that all our current policies are assessed for their impact on different racial groups. The Governors will develop their knowledge and understanding of race equality.

It will be the responsibility of the Executive leadership team to ensure that this policy is successfully implemented and that all those who work in the Academy understand what they are to do and have appropriate training and support. The Principal will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented fully. Responsibilities will include the monitoring and reporting of racist incidents to the governing body.

The governors expect that **all staff** will know how to recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside of learning areas.

Teaching staff have a central role in promoting race equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable all pupils to reach their full potential; by how they ensure that all racial groups have full access to the curriculum and by how they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.

# **Monitoring Racial Equality**

## **Racism / Racial harassment**

The academy will fulfill its commitment to race equality by dealing firmly, consistently and effectively with racist incidents, harassment and bullying. The school will ensure that all such incidents are recorded and investigated.

## **Curriculum / Teaching and Learning**

The academy will fulfill its commitment to race equality by ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity.

The academy will fulfill its commitment to race equality by ensuring access to the curriculum for all pupils to meet their individual needs.

The academy will fulfill its commitment to race equality by ensuring that teachers' planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.

The academy will fulfill its commitment to race equality by creating learning environments where all pupils can contribute fully and feel valued.

The academy will fulfill its commitment to race equality by ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.

## **Achievement / Attainment / Assessment / Progress**

The academy will fulfill its commitment to race equality by having procedures to monitor attainment and achievement by racial group in order to identify and respond to trends and patterns. The academy will strive to maintain equally high expectations of all students.

### **Attendance**

The academy will fulfill its commitment to race equality by monitoring student attendance by racial group and by using the data to develop strategies to address poor attendance.

### **Behaviour / Discipline / Exclusion**

The academy will fulfill its commitment to race equality by monitoring student behaviour and exclusions by racial group and by using the data to ensure that procedures are applied fairly and equitably to all students.

### **Staff Recruitment and Career Development**

The academy will fulfill its commitment to race equality by monitoring and evaluating employment practices allowing it to fulfill its specific duty under the Act. You may wish to refer to Lancashire's Guidelines on Recruitment, Selection and Interviewing.

### **Community / Parental Consultation**

The academy will fulfill its commitment to race equality by working in partnership with parents and the community to develop positive attitudes to racial diversity.

### **Membership of The Governing Body**

The academy will fulfill its commitment to race equality by striving to ensure that membership of the governing body reflects the community it serves.

### **Professional Development of all Staff**

The academy will fulfill its commitment to race equality by ensuring equality of access to professional development and training for all staff. This will be monitored by racial group and reported, as appropriate.

The academy will monitor the implementation of the policy and evaluate its impact on students, parents and staff.

*The academy will publish annually the results of the monitoring and evaluation it has undertaken. Data will not be published which in any way makes it possible for an individual to be identified.*