

William Parker Sports College



Race Equality Policy

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October 2008**

1. Rationale

- 1.1 William Parker Sports College is a community in which mutual care, respect, and equality for students of diverse ethnicities and religious beliefs are nurtured in order to create a whole college environment conducive to maximising an individual's learning potential and achievement.**
- 1.2 It is the responsibility of all staff to ensure that all students of the College celebrate ethnic diversity at all times.**
- 1.3 Students play a key rôle in the promotion of racial equality in the College and parental support is paramount in promoting racial equality in students.**
- 1.4 The aim of our Racial Equality Policy apply to all policies and practices within our College.**

2. AIMS

To be a college that does not tolerate persecution or bullying of others on any grounds, including culture, ethnicity, faith or religion.

To provide a clear and precise framework which all colleagues, parents and students view as being fundamental to enhance learning and achievement.

To monitor and support the achievement of specific minority ethnic groups, including Gypsy Travellers.

To encourage members of the College to demonstrate respect and courtesy to one another and to visitors to the College and our community neighbours.

To promote ground rules of equality through the College's Code of Conduct.

To eliminate negative discrimination on the grounds of religion or belief.

To enable every student to develop a strong sense of personal and cultural identity that is confident and open to change.

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To ensure that students understand the consequences of persecution or bullying of others due to their culture, ethnicity, faith or religion and sanctions are applied in a fair and consistent manner.

To meet the statutory national requirement to monitor and respond to racist incidents in College.

To support the UNESCO Salamanca Statement 1994 and the Race Relations (Amendment) Act 2000.

To develop good relations between all members of the college community and beyond.

3. PROCEDURES

3.1 It is the rôle of all colleagues, parents and students to promote race equality in the College.

3.2 All colleagues, parents and students contribute to our core values of Care, Respect and Achievement.

SENIOR LEADERS

- (a) Senior Leaders (SLT) and Governors will review and update our policy on racial equality on an annual basis, in consultation with all stakeholders.
- (b) SLT will liaise with the College Governors to ensure that training and support will be provided and action taken in any case of unlawful discrimination.
- (c) SLT will maintain a Racist Incident Database to comply with the statutory national requirement to monitor and respond to racist incidents in College.

- (d) SLT will complete racist incident summary reports in accordance with East Sussex County guidelines.

ALL COLLEAGUES

- (a) Identify and challenge ethnic and cultural bias and stereotyping.
- (b) Support students for whom English is an additional language.
- (c) Plan all lessons carefully to incorporate the principles of equality and diversity into all aspects of students' work.
- (d) Promote diversity and ethnic equality in tutor time, assemblies and PSHE lessons.
- (e) Take appropriate and consistent action when a racist incident occurs, in accordance with the Whole College Behaviour Policy.
- (f) Liaise with Learning Leaders, parents and SLT to record each racist incident on the Racist Incident Database.

4. MONITORING

- 4.1 SLT will monitor and assess the impact of the policy for race equality on an annual basis as part of the College Self Evaluation Form (SEF).
- 4.2 The number of racist incidents will be monitored and reported according to County guidelines.
- 4.3 Student achievement data will be analysed according to ethnic minority groups and interventions put in place to support students as appropriate, as part of our tracking of student progress.
- 4.4 Information from monitoring and reviews will be communicated to all students, colleagues, parents and governors on an annual basis.

Ratified Governors	by	20.1.09
Review Date		Jan 2010

Appendix 1

Procedure for investigating a racist incident

All incidents are investigated in line with East Sussex County Council policy on race equality. When investigating a racist incident, and in accordance with our Whole College Behaviour Policy, the following guidelines should be closely adhered to:

- Isolate individual(s) using an office, empty classroom, Train 2 Learn Centre, Crisis Support, SLT.
- Racist incidents should be dealt with by the Learning Leader and must be logged in the Racist Incidents File.
- Avoid pre-judging the outcome.
- Any comments/questions should be focused on what has been reported.
- Initially assure the target of the racist incident that you intend to support him/them and keep him/them safe.
- As far as possible have a second colleague present as witness to proceedings.
- A written report must be completed by the student, or where assistance is needed, colleagues may write the report, which should then be re-read back to the student and written confirmation of the accuracy of the content signed and dated by the student.
- Any Child Protection issues should be reported to the Deputy Head Teacher responsible for Child Protection.
- It must be a priority to conclude questioning and have written reports on the day of the incident prior to the student(s) being sent home.
- As appropriate, parents should be contacted.
- By the end of the following day, the final outcome and action must be agreed and carried out. However, if additional information and evidence is required, then interim measures may be set in place, e.g. isolation in the Train 2 Learn Centre, fixed period of exclusion, while further investigation occurs.

Appendix 2

Definition of Terms taken from the Stephen Lawrence Inquiry

Racism

“ ... Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin. In its more subtle form it is as damaging as in its more overt form.”

Racist Incident

“A racist incident is any incident which is perceived to be racist by the victim or any other person. It may be perpetrated against individuals on the basis of their race, colour, nationality, culture, language or religion.”