

WATFORD GRAMMAR SCHOOL FOR BOYS



RACE EQUALITY POLICY

Purpose

This policy reflects our belief in a cultural diversity that embraces individuals and promotes community spirit. It is in keeping with our vision that, through our curriculum, we will prepare our pupils for participation in our richly diverse society. It furthers our aim to promote equality of opportunity and good race relations, and to eliminate any form of racial discrimination and prejudice against children, parents, carers, staff, visitors and the wider community served by the school.

It recognises the multiracial context of our school and covers members of all ethnic and national groups represented in our school community

Using a whole-school approach, we will ensure that we do not inadvertently discriminate. We will achieve this by monitoring and reviewing our practice, planning opportunities within the curriculum for promoting good race relations and dealing with racist incidents effectively. We will implement our strategies for dealing with racist incidents according to guidance provided by the EHRC and the local authority, and in accordance with known best practice for supporting all children, parents, carers, staff and visitors to the school.

Main ECM outcomes: Be healthy; Stay safe; Enjoy and achieve; Make a positive contribution

Who was consulted?

The policy was developed through consultation with all sections of the school community, including parents, and with representatives of the wider community.

Relationship to other policies

Racial equality is an explicit aim in all of the school's policies, and underpins all aspects of the school's work. We have audited our current policies and practice and an equality action plan is included in the school improvement plan.

Roles and responsibilities of headmaster, other staff, governors

The **Headmaster** will ensure that:

- the curriculum promotes positive attitudes to ethnic and cultural diversity, and challenges racism
- the school recognises the importance of language to a person's sense of identity and belonging
- communication with parents recognises and responds to ethnic and cultural differences.
- appropriate methods of communication are used to enable all staff, pupils, parents and governors to understand their rights and responsibilities in relation to race equality
- all staff are informed of their responsibilities and receive appropriate training and support to deal effectively with racist incidents, racism, racial harassment, prejudice and stereotyping
- data is collected and analysed to identify issues and trends in the performance of ethnic groups
- the data, and the response to it (action plan, targets) is presented in appropriate formats to staff, governors, parents, carers and the LA
- all racist incidents are investigated and recorded for future monitoring and reporting and that termly data returns are submitted to the LA on time
- a sensitive and structured system of support is available to victims of racism, racial discrimination, racial incidents and racial harassment
- the school has clear procedures for dealing with perpetrators of racist incidents
- immediate action is taken to remove racist graffiti from all school property
- active links are established with external organisations dealing with racist incidents and racial harassment.

In our teaching and the students' learning, we will ensure that

- students have opportunities to learn from different cultures, backgrounds, faiths and beliefs
- students have the opportunity to receive the support and guidance they need on an individual basis, and that account is taken of the personal and cultural needs specific to that individual within the context of the school's other policies and practices.

Our commitment will be demonstrated through

- drawing on the diverse experiences and skills of all pupils, staff and the wider community.
- monitoring the impact of policies and practices on different ethnic groups
- fostering respect for all groups and individuals
- promoting positive non-discriminatory behaviour
- seeking to eradicate barriers in order to maximize participation and achievement of all
- promoting high expectations of all
- promoting representation of the wide range of heritages in our community across the curriculum
- taking steps to ensure that staff are trained in challenging racism and promoting race equality
- welcoming feedback and evaluation of the policy and practices in relation to promoting race equality from the school, parents and the wider community

All staff are expected to:

- actively and positively promote racial equality and good race relations
- avoid any form of racial discrimination
- follow the guidelines for dealing with perpetrators of racist incidents and secure appropriate support for the victims
- address racist incidents that are reported to them following agreed procedures stated in the school behaviour and anti-bullying policies
- ensure that they are well informed on race relations legislation.

Parents and carers will be consulted on the policy regularly and be kept informed through the school prospectus and home-school agreement.

Visitors and contractors will be made aware of the policy through relevant signs around the school and clauses in contracts.

The **Governing Body** will:

- incorporate race equality targets into the school improvement plan
- designate a lead governor for equality issues
- review the termly data returns to the LA and consider issues and actions arising
- use its power to nominate governors to ensure its composition reflects the community it serves
- encourage parents, carers and staff from all ethnic groups when recruiting to the governing body
- apply the principles of best value without discrimination when purchasing goods and services
- monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans
- disseminate the outcomes of evaluation to the whole school community, together with a summary of the action to be taken.

The governing body expects all members of the school community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of school life. If there is a breach of the policy, the school will take appropriate action. This may include the following:

- In the case of pupils breaching the policy, staff dealing with the incident will complete a report form, the perpetrator will be dealt with in accordance with the behaviour policy, and the consequences of any further breach of conduct will be clearly stated with the ultimate sanction of exclusion.
- In the case of staff breaching the policy, the relevant procedures outlined in the staff discipline and grievance policy will be instigated.
- In the case of parents, visitors or contractors breaching the policy, they will be reminded of the school's commitment to race equality and asked to desist. Further incidents may lead to individuals being requested to leave school premises.

Arrangements for monitoring and evaluation

The governing body will monitor the pattern and frequency of racist incidents and inform the LA termly of any such incidents. It will receive reports and data from the headmaster and staff that enable evaluation on the relevance of provision for:

- students' attainment and progress
- curriculum, teaching and learning (including language and cultural needs)
- promoting good race relations in the school and in the local community
- staff recruitment and career development
- student behaviour, discipline and exclusion
- racial harassment and bullying
- admission procedures
- membership of the Governing Body
- involving parents and the community in the school
- extra-curricular activities

The governing body will also receive reports on the progress of pupils by ethnic group.

Area	Main groups involved	Achievements	Issues for action
1. Students' attainment and progress	LG, HoDs, Subject teachers and Learning Support		
2. Curriculum, teaching and learning (including language and cultural needs)	LG, HoDs, Subject teachers and Learning Support		
3. Promoting good race relations in the school and in the local community	Governors, LG, teaching staff and pupils		
4. Staff recruitment and career development	Governors and LG		
5. Student behaviour, discipline and exclusion	Governors, LG and teaching staff		
6. Racial harassment and bullying	Governors, LG and teaching staff		
7. Admission procedures	Governors, LG		
8. Membership of the Governing Body	Governors		
9. Involving parents and the community in the school	Governors, LG and teaching staff		
10. Extra-curricular activities	LG, teaching staff and pupils		

Signed on behalf of the Governing Body:

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