

Race Equality Policy

Cornwallis Academy

Adopted by NLL Academies 01 September 2007

Cornwallis Academy is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The Academy strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. The Academy will strive to promote race equality in all dimensions of the school's life and community.

We will:

- Take positive action to eliminate racial discrimination and harassment
- Promote equality of opportunity for all members of the academy community
- Promote good relations between people of different racial groups

Cultural and ethnic diversity will be valued in the curriculum, in the academy workforce, the governing body, the parental body and the student body. We will ensure that the culture and ethos of the academy places equal value on the diverse racial faith and ethnic groups, cultural and linguistic heritage represented in our society.

We acknowledge and value all ethnic and national groups represented in the academy community, including Asylum Seekers, Refugees, Gypsies and other Travellers.

We recognise we live in a multi-cultural and multi faith community and we will strive to recruit a workforce to reflect this.

We endorse the recommendations of the Stephen Lawrence Inquiry Report.

We accept the definition of racism and institutional racism included in the Stephen Lawrence Inquiry Report:

Institutional racism – The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

We will ensure that all members of the academy community will have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.

Academy Policies

All academy policies will have an explicit aim of promoting race equality and will be reviewed in terms of their contribution and effectiveness in achieving this aim.

Curriculum

Cornwallis Academy provides a broad and balanced curriculum for all pupils. The Academy accepts the three principles in the statutory inclusion statement for the National Curriculum:

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- Setting suitable learning challenges for all pupils
- Responding to pupils' diverse learning needs
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils

We recognise that citizenship presents opportunities for encouraging respect for diversity.

Our curriculum co-ordinators are responsible for ensuring their subject programmes/schemes of work raise awareness of multi-cultural issues and challenge stereotypical views of different racial groups and nomadic communities. In the purchase of resources, our curriculum co-ordinators will ensure that materials reflect and celebrate ethnic and cultural diversity.

Teaching and Learning

Cornwallis Academy strives to ensure that teaching and learning styles include and raise achievement of all pupils.

We will ensure that methods of assessment are culturally neutral and do not disadvantage pupils for whom English is an Additional Language.

We will ensure that setting and grouping arrangements raise achievement of all pupils and do not reinforce negative stereotypes or lower the self-esteem of pupils.

Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality.

Community Consultation and Partnership

Cornwallis Academy is committed to working in partnership with local minority ethnic community groups and promoting racial harmony.

We will be pro-active in encouraging representation on the school governing body to ensure it reflects the ethnic profile of our academy population and the community.

We will welcome minority ethnic community and faith groups by inviting them to join in the celebration of cultural and religious festivals in our academy.

We will be pro-active in recruiting community volunteers to ensure the academy's volunteer profile reflects the ethnic profile of the academy population and the community.

We will take positive action to ensure that communication is accessible to all.

We will ensure that all community groups using the academy building are aware of our Race Equality Policy.

Racial Incidents

Cornwallis Academy will not tolerate any form of racial harassment or abuse.

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We accept the definition of a racial incident as included in the recommendations of the enquiry into the death of Stephen Lawrence:

Racist Incident – A racist incident is any incident which is perceived to be racist by the victim or any other person. Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin.

The academy has a racial incidents policy procedure (this should be attached as an appendix). The Head Teacher (or nominated member of staff) is responsible for implementing the procedure and ensuring that all members of the academy community are aware of, and understand, the policy.

Ethnic Monitoring

Cornwallis Academy will ensure that ethnic monitoring of the pupil population and the workforce is undertaken positively to ensure equality of opportunity and high achievement for all groups.

The Head of Academy will ensure that all staff involved in recruitment, staff development and admissions receive appropriate training and understand the process and rationale for collecting data on Ethnicity.

The Head of Academy will ensure that data on the ethnic profile of the Academy is used to monitor the impact of policies on pupils, staff and parents from different racial groups.

Monitoring and Review

Monitoring and review of all policies will inform the development of a Race Equality Action Plan for the academy. Cornwallis Academy is committed to monitoring by racial group:

- Admissions
- Attainment in all curriculum areas
- Key stage 4 option choices
- Attendance
- Racist Incidents and Action Taken
- Selection and recruitment of staff
- Staff development
- Exclusions
- Awards and rewards
- Disciplinary sanctions
- Participation in extra-curricular activities
- Attendance at parental consultations
- Governing body representation and retention

Head of Academy will assign responsibilities to staff for each area.

Service Managers and curriculum co-ordinators will use the questions provided by the CRE in the Statutory Code as a focus for evaluating policies.

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Review of the Race Equality Policy

The Race Equality Policy shall be reviewed annually. As part of the review process the academy will draw up a race equality action plan for the following year, highlighting key issues for action and responsibilities. This will be incorporated within or appended to the School Improvement Plan.

(Model see page 23)

Responsibility

It is the responsibility of all members of the academy community to:

- Promote race equality and supports the implementation of the Race Equality Policy including the Racial Incidents Reporting Procedure
- Behave in a manner which respects and values cultural and linguistic diversity
- Challenge and eliminate racial discrimination, racial harassment and racial abuse.