



LongfieldAcademy

# LONGFIELD ACADEMY

## RACIAL EQUALITY POLICY

**Policy Date :** September 2016

**Policy Review Date:** September 2017

**Longfield Academy is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. The Academy strives to prepare all students for living in a multi-cultural and multi-ethnic society. The Academy will strive to promote race equality in all dimensions of the Academy'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 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:

- **Racism** – Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin.

- **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**

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

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

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

Our Directors of Learning 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 & Learning**

Longfield Academy strives to ensure that teaching and learning styles include and raise achievement of all students.

- We will ensure that methods of assessment are culturally neutral and do not disadvantage students for whom English is an additional language.
- We will ensure that setting and grouping arrangements raise achievement of all students and do not reinforce negative stereotypes or lower the self-esteem of students.
- Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality.

### **Community Consultation & Partnership**

Longfield 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 Academy 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**

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

The Academy has a racial incidents policy procedure (this should be attached as an appendix). The Principal is responsible for implementing the procedure and ensuring that all members of the Academy community are aware of, and understand, the policy.

### **Ethnic Monitoring**

Longfield Academy will ensure that ethnic monitoring of the student population and the workforce is undertaken positively to ensure equality of opportunity and high achievement for all groups. The Principals 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 Principals will ensure that data on the ethnic profile of the Academy is used to monitor the impact of policies on students, staff and parents from different racial groups.

### **Monitoring & review**

- Monitoring and review of all policies will inform the development of a the Academy Improvement Plan. Longfield 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
  - Attendance at parental consultations
  - Governing body representation and retention

The Principals will assign responsibilities to staff for each area.

### **Review of the Race Equality Policy**

The Race Equality Policy shall be reviewed bi-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 Academy Improvement Plan.

### **Responsibility**

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

- Promote race equality and support 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

### **Examples of Racist Incidents**

- Derogatory name calling, insults and racist jokes.
- Verbal abuse and threats.
- Racist graffiti.
- Provocative behaviour such as wearing racist badges or insignia.
- Racist comments in the course of discussions.
- Ridicule of an individual's culture differences, eg: food, music, dress, religion, language etc.
- Bringing racial materials such as leaflets, comics or magazines into the institution.
- Attempts to recruit other students and students into racist organisations.
- Physical assault which is racially motivated.
- Damage caused to a person's property, which is racially motivated.
- Incitement to others to behave in a racist way.
- Refusal to co-operate with other people because of their ethnic origin.