



Promotion of Racial Equality Policy

MAYFLOWER COMMUNITY ACADMY PLYMOUTH POLICIES



Mayflower Community Academy

VERSION CONTROL SHEET

POLICY NAME: Promotion of Racial Equality Policy

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Document date	Filename	Mtg submitted	Summary of changes required
July 2013		July PSG	New policy



Mayflower Community Academy

Aims and objectives:

- To eliminate racial discrimination within our school and the wider extended academy context.
- To promote equality of opportunity regardless of race, colour, creed or faith.
- To create a positive inclusive ethos based on respect for peoples differences.
- To promote respect and foster good relations between people of different racial groups connected with our academy.
- To prepare our pupils for citizenship within a multi-ethnic society.
- To ensure that racial issues do not negatively impact on the potential attainment and progress of any pupil.

The following strategies will be implemented to achieve the stated aims:-

Admissions:-

- The academy will not discriminate on the grounds of race, colour, creed or faith against any individual pupil seeking admission (see separate policy for admissions).

Staff recruitment and selection:-

- The academy will not discriminate on the grounds of race, colour, creed or faith against any individual who seeks employment or voluntary work within the academy / extended academy

Monitoring and management:-

- All teaching and support staff will be made aware of the aims and objectives of this policy.
- The Headteacher will assume co-ordination, management, resourcing and monitoring of the policy and its stated aims and objectives.
- The Academy Council will nominate a named governor who will liaise with the named person to oversee the progress towards our stated aims and objectives over time.
- The named person will be responsible for reporting any audit / monitoring issues to the Senior Management Team and the Academy Council.
- The named person will be responsible for gathering racial equality statements from the annual audit responses of subject co-ordinators and collating these to form part of the report to the appropriate committee and / or whole governing body.
- The named person will collate information on the behaviour, exclusions, progress and attainment of individuals by ethnic group. This information will be scrutinised in order to identify any issues of under-achievement which could have racial equality implications.
- The named person will be responsible for identifying and arranging training for teaching and support staff to support the stated aims and objectives and to address any issues identified from audits.



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Curriculum:-

- Subject co-ordinators will have regard for the stated aims when carrying out audits of their subject and /or subject planning. They will scrutinise curriculum planning and pupils work and, within the framework of their subject monitoring, they will report on the extent to which the planned and received curriculum promotes racial equality.
- They will scrutinise subject specific resources to ensure that they reflect the diverse multi-cultural nature of our society.
- Any issues identified as a result of such audits will be reported to the Senior Management Team and the named person as soon as is reasonably possible.
- The named person will liaise with the citizenship / P.S.M.E. Co-ordinator to ensure that the content of these schemes of work provide for the frequent discussion of racist issues.

Pastoral:-

- The named person will be responsible for liaising with the LA's EMAS advisory team regarding any child who is admitted to the academy where English is not their first language.
- The academy will adopt the LA's model for recording the details of all racist incidents on a racist incident sheet.
- All incident forms will be filed centrally and the named person will be responsible for bringing any reported incident/s to the attention of the S.M.T. at their weekly meeting. The S.M.T. will monitor action taken against the perpetrator and the support given to the victim and advise of any further action needed.
- Within the academy's team structure teaching staff will take any opportunity to promote racial harmony and be aware of their role in influencing the views and attitudes of pupils.
- During the regular meetings of the academy council there will be opportunity for any pupil to report incidents of a racist nature and record such reported incidents for future investigation and action.
- Pupils who are involved in the academy's buddy system will be made aware of the aims and objectives for promoting racial equality. Within their training sessions they will receive advice on the role they will play in working towards the objectives.
- All teaching staff will be aware of opportunities to challenge racist views during lessons, planned assembly times and circle time sessions.

Monitoring and review:-

- The named person will formulate an initial action plan and arrange for monitoring and update annually.

Adopted by the Academy Council July 2013

Reviewed by the Academy Council September 2014

