



# TWO RIVERS SCHOOL

## RACE EQUALITY POLICY

### **Introduction**

Under the Race Relations (Amendment) Act, every school in Britain is required to prepare and maintain a written Race Equality Policy. Two Rivers School welcomes its duties under the Race Relations (Amendment) Act 2000.

This policy has been compiled in accordance with the Code of Practice on the Duty to Promote Race Equality issued by the Commission for Racial Equality in December 2001.

### **Context of Two Rivers School from a Race Equality Perspective**

Tamworth is a predominantly white town in the Midlands. Since 1950 it provided overspill housing for residents of Birmingham. The ethnic composition of pupils and staff at Two Rivers reflect the town but not the surrounding area.

### **Aims**

We aim to:

- promote equality of opportunity.
- promote good relations between members of different racial, cultural and religious groups and communities.
- challenge racial discrimination aiming to eliminate unlawful discrimination.

We are committed to:

- Actively tackling racial discrimination and promoting equal opportunities and good race relations.
- Encouraging, supporting and helping all students and staff to reach their potential.
- Working with parents and guardians, and with the wider community, to tackle racial discrimination.
- Making sure that the Race Equality Policy and its procedures are followed.

### **Guiding Principles**

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.

- Every pupil should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

As each existing policy is reviewed we ensure that the principles listed are thought about and embedded into policy and practice. Policies reflecting the principles of race equality will include:

- pupils' progress, attainment and assessment.
- behaviour, discipline and exclusions.
- pupils' personal development and pastoral care.
- teaching and learning.
- admissions and attendance.
- the content of the curriculum.
- staff recruitment and professional development.
- partnerships with parents and communities.

### **Responsibilities**

The Governing Body:

- Ensuring that the school complies with the Race Relations Act 1976.
- This policy and its related procedures and strategies are implemented.

The Headteacher:

- Implementing the policy.
- Making sure that the policy is readily available and that the governors, staff, parents and pupils know about it.
- Ensuring that all staff are aware of their responsibilities and are given appropriate training and support.
- Taking appropriate action in any cases of unlawful discrimination.

All staff are responsible for:

- dealing with racist incidents that may occur.
- to know how to identify and challenge racial and cultural bias and stereotyping.
- to support pupils in their class for whom English is an additional language.
- to incorporate principles of equality and diversity into all aspects of their work.

### **Addressing Racism and Xenophobia**

The school is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities and against travellers, refugees and asylum-seekers.

### **Religious observance**

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

## **Breaches of the policy**

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and Governing Body.

## **Monitoring and Evaluation**

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate. Records of racial attack are kept, monitored and shared with the Local Authority.

Issues relating to the implementation of the policy will be reviewed through Two Rivers School self-evaluation procedures.

Policy Written:	September 2006
Accepted by Governors:	September 2006
Reviewed:	Reviewed by PHRP Summer 2019 – remains compliant
Next Review:	Spring 2021