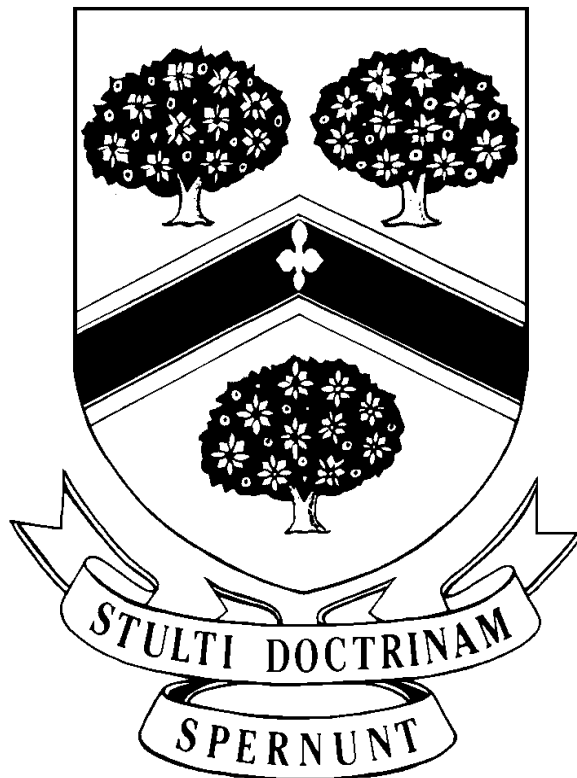


THORNTON GRAMMAR SCHOOL

A SPECIALIST SPORTS, SCIENCE & APPLIED LEARNING
TRUST SCHOOL



FOUNDED 1673

POLICY FOR RACE EQUALITY

REVIEWED: FEBRUARY 2010

RACE EQUALITY POLICY

ROLES AND RESPONSIBILITY

The Headteacher and Governing Body are ultimately responsible for upholding the values and overseeing the effectiveness of the policy.

The Deputy Headteacher (Pastoral) is responsible for promoting the policy in school and monitoring the policy on an annual basis.

All members of staff (teaching and non-teaching) and students have a responsibility for upholding the policy at all times.

A Governor will be nominated to act as the specified governor for Racial Equality. They will sit on the working party, take a lead role in monitoring the policy and sit on the panel when the policy has been breached.

VALUES

The policy will engender openness, trust and sensitivity that encourage discussion and enquiry, leading to a mutual respect and understanding.

Thornton Grammar School recognises the important role it has to play in implementing mutual understanding, respect and the appreciation of cultural diversity.

It also recognises that this policy is a working document and that changes will be made through experiment and experience.

Thornton Grammar School:

- Believes that everyone is equal
- Celebrates the fact that everyone is different and has something different to offer.
- Wants everyone to recognise their own worth and the worth of others
- Everyone has a role to play in Thornton Grammar School.

IMPLEMENTATION

1. Promoting Race Equality and Good Race Relations

Thornton Grammar School will promote race equality and good race relations in a number of ways:

- Through upholding the values of the school
- Raising student awareness with sensitivity
- Eradicating stereotyping
- Through the whole curriculum
- Through direct teaching in PSHCE and tutorial sessions

- Promoting good role models - teaching staff, students, community leaders and visitors to school
- Through celebrating other cultures and promoting their importance - assemblies, religious festivals, tutorials.
- Raising awareness through staff and governor training.
- Encouraging all students to be included in the full life of the school and making arrangements for students with differing interests and needs.
- Through sharing expertise and liaison with community leaders, parents and Education Bradford.
- By making provision for the cultural differences of students e.g. school uniform, PE, periods of fasting, separate worship.
- Through making links with schools with greater numbers of ethnic minorities, enabling both staff and students to share experiences, expertise and best practice.
- By developing resources and materials which are free from discrimination and stereotyping of any type.
- Admission procedures will be in line with Education Bradford procedures and will be conducted fairly and sensitively.

2. Tackling Racial Discrimination:

It is hoped that positive approaches to tackling racism will decrease the number of racially motivated incidents.

Racial incidents will be treated within the procedures of the school's Behaviour Policy.

A clear message is given to all students that school takes racism and other forms of unacceptable behaviour seriously.

Staff will respond quickly, fairly and consistently, resolving fully all incidents.

Recording racial incidents

- a) All racial incidents will be recorded by the school
- b) These records will be circulated to Education Bradford
- c) These records will be monitored regularly and reported to the Governing Body annually

3. Communication:

This policy will be communicated to parents during the induction process and on admission to the school.

It will be communicated to students through PSHCE and tutorial sessions

- Planner
- Posters in classrooms
- Assemblies

The policy will be made available in community languages.

4. Training:

- Whole school staff training (teaching and non-teaching) will take place during the first year of the New Racial Equality Policy.
- After this point it will be updated as necessary.
- The policy and training pack will be made available to new staff.
- Training of staff at department level will be part of the Continual Professional Development programme.

5. Breach of the Policy:

During the first year the Working Party will sit as a pilot for investigating racial incidents. Sanctions for those who breach the policy will be in line with the school's Behaviour Policy.

RELATIONSHIP TO OTHER DOCUMENTATION

This policy should be used in conjunction with:

- Thornton Grammar School Equal Opportunities Policy
- Behaviour and Bullying Policy
- Schemes of Work for PSHCE/RE (Citizenship)
- "Statutory Code of Practice on the duty to promote Race Equality". (CRE)
- Bradford LEA "Dealing with Racial Harassment between Pupils".
- "Community Pride, not Prejudice" (presented by Sir Herman Ouseley)

MONITORING AND REVIEWING

To be Monitored and Reviewed	Responsibility
Racial Incidents Book	SMT and Governing Body
Excluded students from ethnic minorities	SMT and Pastoral Team
The achievement of ethnic minority students	EMAG staff, departments, SMT and Governing Body
Attendance and leave of absence of ethnic minority students	SMT, Pastoral Team and Governing Body.
Numbers of students from ethnic minorities	SMT and Governing Body

Monitoring Systems

- Feedback from parents at Parents' Evenings and through liaison.

- Students will be involved in the monitoring systems in the following ways:-
- School Council
- Feedback from lessons (formal and informal)
- Teachers with responsibility for EMAG will monitor the success of the policy across the curriculum.
- The success of the induction Schemes of Work will be reviewed by the PSHCE department, the Pastoral Team and through the department review systems.

Successful Outcomes

- The school conveys the message that diversity is celebrated and racism will not be tolerated.
- Young people learn in an environment that prepares them to live in a multi-ethnic society.
- There is an absence of racist (and other offensive) graffiti.
- Posters, art and displays of students' work featuring different cultural themes are displayed in common areas.
- A Code of Conduct that promotes respect for one another and for the environment is prominently displayed in classrooms, staffrooms and other common areas.
- The school has a proactive response to antisocial behaviour that seeks to reduce conflict and promote interpersonal skills.
- Staff and students are at ease discussing diversity and antiracism, when issues arise.
- Students are given clear messages about acceptable behaviour, dress and language.
- These changes are part of an on-going, strategic, school-wide response.

Policy Name: POLRACE EQUALITY.DOC

Person Responsible:CET

Reviewed: December 2009

Ratified by Governors: FEBRUARY 2010