

RACE EQUALITY POLICY

1. Introduction

Kingsbridge Community College is a mixed comprehensive secondary school situated in a rural part of South Devon. There are approximately 1350 students on roll aged from 11-19. As at March 2010 65 are registered as not White British and of these 7 are registered as English as an Additional Language.

2. Principles

2.1. Kingsbridge Community College welcomes its duties under the Race Relations (Amendment) Act 2000. These duties reflect the College Aims to be an outstanding learning community where individuals thrive:

As learners we are: aspirational
 creative
 resilient
 reflective
 confident

As a community we are: responsive
 dynamic
 inclusive
 global

We are therefore committed to:

- promoting equality of opportunity
- promoting good relations between members of different racial, cultural and religious groups and communities
- eliminating unlawful racial discrimination

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

- every student has opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education
- every student is helped to develop a sense of personal and cultural identity, in which they are confident and open-minded, and receptive and respectful towards other identities
- every student should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

3. Procedures

3.1. Responsibilities

All members of the College community have a responsibility to comply with this policy and its procedures and behave in a manner which respects and values racial, cultural and linguistic diversity.

3.1.1. The Governing Body is responsible for ensuring that:

- the College fulfils its legal responsibilities and

- this policy and its related procedures and strategies are implemented, monitored and reviewed.

3.1.2. The Principal is responsible for ensuring that:

- this policy is communicated and made readily available to staff, parents and guardians
- the policy is implemented
- staff are aware of their responsibilities,
- staff are given appropriate training and support
- appropriate action is taken in any cases of unlawful discrimination
- there is a member of staff responsible for dealing with reported incidents of racism
- there is a member of staff responsible for co-ordinating work on racial equality.

3.1.3. All staff are expected to:

- deal with racist incidents that may occur
- be able to recognise and tackle racial bias and stereotyping
- promote equal opportunities and good race relations
- incorporate principles of race equality and diversity into all aspects of their work
- provide appropriate support to students in their class for whom English is an Additional Language.

3.1.4. Contractors are made aware of and expected to comply with the College's race equality policy.

3.2. Policy, planning and review

3.2.1. We ensure that the principles and procedures listed above apply to the full range of our policies and practices, including those that are concerned with:

- students' progress, attainment and assessment
- behaviour, discipline and exclusions
- students 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

3.2.2. We promote equality and challenge racism in a wide range of ways including:

- developing opportunities to celebrate the richness and diversity of different races, cultures and religions
- dealing with issues of prejudice through assemblies and Personal, Social and Health Education
- celebrating student achievement
- challenging inappropriate racist comments throughout the College
- reporting all racist incidents

- eliminating the use of racial stereotypes and negative images and promoting the use of positive images wherever possible
- ensuring appropriate support for students of different racial, cultural and religious groups.

3.3 Monitoring and Evaluation

The College:

- uses qualitative and quantitative data to monitor the attainment and progress of ethnic minority students, and to set targets for them
- monitors racist incidents, takes appropriate preventative action and provide support, and report such incidents to the LA

3.4 Breaches of the policy

All racist incidents are regarded as a serious matter. Sanctions for students are set out in the College's behaviour policy. Any example of racism by a member of staff is treated as a serious disciplinary matter and dealt with in accordance with the College's personnel procedures.

4. Review

This policy is reviewed every three years by the Community Committee of the Governing Body

**Ratified by the Community Committee of the Governing Body
8th March 2010**