

# Policy: **Equal Opportunities and Race Equality**



The amended Race Relations Act 1976 gives schools a statutory general duty to promote race equality. Our policy at South Dartmoor aims to;

1. Eliminate unlawful racial discrimination
2. Promote equal opportunities, and
3. Promote good relations between people of different racial groups

## **Responsibilities within College**

### **Governing body**

- Making sure the college complies with the amended Race Relations Act 1976
- Making sure the Race Equality policy and its polices are followed

### **All Staff**

- Dealing with racist incidents, and be able to recognise and tackle racial bias and stereotyping
- Promoting equal opportunities and good race relations within the classroom and college community

### **Staff with Specific Responsibilities**

- Co-ordinating work on race equality
- Dealing with reports of racist incidents
- All racial incidents to be investigated recorded and sent to the LEA

## **Aims, Values and Commitments**

- To develop a community of citizens who appreciate the need for mutual respect and understanding and in which everyone has the opportunity to succeed.
- To prepare our students for life in a world where they will meet, live and work with people from a diversity of religious, cultural, linguistic and ethnic origins.

- To develop in students an appreciation of the fact that all citizens must have equality of regard and opportunity in a truly democratic society.
- To challenge all prejudiced thinking and attitudes such as: racism, sexism, stereotyping, homophobia and other forms of discrimination
- To develop in young people an understanding of issues such as fairness, justice, prejudice and discrimination, and to encourage a positive attitude by which diversity is celebrated.
- To eliminate unlawful racial discrimination

We acknowledge both the strengths and limitations of our unique rural environment. We believe that the entitlement to equal regard and to equality of educational opportunity is fundamental to our aim of providing a stimulating, encouraging and supportive environment for all students.

The College seeks to avoid any student being restricted by stereo-typical patterns based on ability, ethnic background, gender or environmental factors. We will endeavour to create a secure and supportive environment in which all students can thrive.

## **Objectives**

- All members of our College community are entitled to spend their time at College, free of fear and harassment. The College seeks to discourage bullying in any form. Staff and students are encouraged to treat each other with respect.
- All students should be equally valued and have equal access to the curriculum and the enrichment programme. The academic and pastoral structure of the College should not promote discrimination on the basis of intellectual ability. Every student and every adult will have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- All teaching and learning materials and classroom practice should reflect and support the College's commitment to providing equality of access, involvement and opportunity. All learning resources shall be free from racist, sexist, discriminatory language and images.
- The principle of mutual respect and understanding should pervade College policy statements, staff development programmes, student directed activities and the conduct of working parties.
- The College strives to create an intellectual and moral climate in which equality of opportunity and regard are an integral part of the environment and ethos. This includes such aspects as:
  1. decision making procedures
  2. assessment policies
  3. curriculum
  4. home learning policies
  5. Code of Behaviour
- The College will encourage full participation in all areas of the curriculum – particularly non-traditional areas. Encouragement and advice will be given to students with regard to the opportunities available to them on completion of their courses in terms of employment or further study.

- The College seeks to promote racial equality, good race relations and to eliminate racial discrimination
- Strategies and Procedures

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

- 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
- Opportunities to work with Scary Guy

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

- Developing opportunities to celebrate the richness and diversity of different cultures
- Dealing with issues of prejudice through assemblies and Personal, Social and Health Education
- Celebrating pupil achievement
- Challenging inappropriate racist comments throughout the school
- Reporting all racist incidents
- Eliminating the use of racial stereotypes and negative images and promoting the use of positive images wherever possible

The College will take action to raise staff awareness of Equal Opportunities. The Induction Programme for new staff will include discussion of Equal Opportunities in the College. The College commitment to Equal Opportunities will be demonstrated in its organisation, daily routine practices, and relationship with the local community.

## **Implementation**

The College will:

- Carry out race equality audits, including consultation, to assess the implementation of the policy
- Use qualitative and quantitative data to monitor the attainment and progress of ethnic minority pupils, and to set targets
- Monitor racist incidents, take appropriate preventative action and provide support, and report such incidents to the LEA
- Review this policy on an annual basis

## **Breaches of the Policy**

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

- Date of approval 24<sup>th</sup> March 2014

The term South Dartmoor Community College includes all adults, students and visitors who attend the institution.