



BURSCOUGH PRIORY SCIENCE COLLEGE



RACE EQUALITY POLICY

WHAT KIND OF SCHOOL ARE WE?

The school is a mixed 11-16 community comprehensive school of 720 students serving Burscough and the surrounding villages. Approximately 65% of the students come from Burscough, and the socio-economic background is varied, covering rural, semi-rural and urban locations. The school has a low index for deprivation and attracts students from a wide area. The number of FSMs is currently 6.8%. The average multiple deprivation index is B, with health D and crime A. Overall, the students come from wards with middle ranking levels of deprivation.

The school is a specialist Science College, designated in September 2004 and redesignated in September 2008. One of the main challenges the school faces when dealing with Community Cohesion is the fact that there is very little ethnic or cultural diversity in Burscough and its surrounding area, so there is currently little opportunity for face to face integration.

The school aims to create a secure, orderly and caring community which strives for excellence and empowers each individual to achieve their full potential and to enjoy "Learning for Life". The school esteems equal opportunity, inclusion and cultural empathy and seeks to reflect these values in all school policies:

"Education inclusion is at the heart of all the school's policies and activities (Education Inclusion Policy)

"To develop knowledge and understanding of the histories, traditions, beliefs and practices of other cultural and ethnic groups in Britain" (Cultural Development Policy)

"To develop the potential of all students unhampered by ... cultural differences ... ethnic differences ... so that they can be personally effective in their lives" (Equal Opportunities Policy)

AIMS OF THE RACE EQUALITY POLICY

The Race Equality Policy builds upon the Mission Statement, core values and ethos of the whole school community. The school recognises the statutory duty to eliminate racial discrimination and promote race equality and good race relations in all that is done. This policy will be an integral part of the life of the school.

LEADERSHIP, MANAGEMENT AND GOVERNANCE

- The Governing Body is committed to promoting equality of opportunity, good race relations and eliminating unlawful racial discrimination.
- The Governors expect all staff, students and parents to support us in this work.
- We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice.
- We will ensure that all our current policies are assessed for their impact on different racial groups.
- The Governors will develop their knowledge and understanding of race equality.
- It will be the responsibility of the Headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have appropriate training and support.
- The Headteacher will ensure that appropriate action is taken in the event that this policy is not complied with.
- All staff have a responsibility for ensuring that the policy is implemented fully.
- Mrs Swindlehurst is the member of the SLT with designated responsibility for race equality. Responsibilities will include the monitoring and reporting of racist incidents to the Governing Body and the LEA.
- The Governors expect that **all staff** will know how to recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom.

Teaching staff have a central role in promoting race equality. The effectiveness of our policies will be judged by:

- how successfully they encourage, support and enable all students to reach their full potential;
- how they ensure that all racial groups have full access to the curriculum; and
- how they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.

HOW THE SCHOOL WILL FULFIL ITS COMMITMENT TO RACE EQUALITY

Ethos: The school will fulfil its commitment to race equality by:

- Valuing diversity and by actively promoting good inter-personal and community relationships.
- Promoting an atmosphere of mutual respect and trust among all members of the school community.
- Ensuring that all staff, students and parents are treated with respect and dignity. (A more extensive statement can be found in the Cultural and Social policies)

Racism/Racial Harassment: The school will fulfil its commitment to race equality by:

- Dealing firmly, consistently and effectively with racist incidents, harassment and bullying.
- Ensuring that all such incidents are recorded, investigated, recorded and reported to the LEA in accordance with the "Guidelines and Procedures of Dealing With and Reporting Racist Incidents in Schools".

Curriculum: The school will fulfil its commitment to race equality by:

- Ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards, diversity.
- Ensuring access to the curriculum for all students to meet their individual needs.
- Ensuring that teachers' planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.
- Ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.

Achievement: The school will fulfil its commitment to race equality by:

- Having procedures to monitor attainment and achievement by racial group in order to identify and respond to trends and patterns.
- Striving to maintain equal.

Attendance: The school will fulfil its commitment to race equality by:

- Monitoring student attendance by racial group and by using the data to develop strategies to address poor attendance.

Behaviour: The school will fulfil its commitment to race equality by:

- Monitoring student behaviour and exclusions by racial group and by using the data to ensure that procedures are applied fairly and equitably to all students.

Personnel: The school will fulfil its commitment to race equality by:

- Monitoring and evaluating employment practices and by reporting to the LEA to allow it to fulfil its specific duty under the Act as laid out in the county "Guidelines on Recruitment, Selection and Interviewing".

Community: The school will fulfil its commitment to race equality by:

- Working in partnership with parents and the community to develop positive attitudes to racial diversity.

Governing Body: The school will fulfil its commitment to race equality by:

- Striving to ensure that membership of the Governing Body of Burscough Priory Science College reflects the community it serves.

Professional Development: The school will fulfil its commitment to race equality by:

- Ensuring equality of access to professional development and training for all staff. This will be monitored by a racial group and reported as appropriate.

Monitoring: The school will monitor the implementation of the policy and evaluate its impact on students, parents and staff by:

- Collecting and analyzing data and other information
- Consulting with parents and the school community

The school will publish annually the results of the monitoring and evaluation it has undertaken by means of the Governors' Committees. Data will not be published which in any way makes it possible for an individual to be identified.

Signed: **Chair of Governors**

Date:

Signed: **Headteacher**

Date:

Date of first review: September 2011

