



RACE EQUALITY POLICY

This Policy was originally created in 2006 and this issue was released in:	July 2011
It was ratified by the Board of Directors on :	4 July 2011
This policy will be reviewed on:	Summer Term 2014
This policy will be reviewed by:	The Governing Body

RACE EQUALITY POLICY

1 Introduction

- 1.1 The Gateway Academy is committed to promoting equality of opportunity and good race relations for the benefit of everyone. The Board of Directors and staff recognise their responsibilities in line with the Race Relations (Amendment) Act 2000 and the Equality Act 2010, in preparing young people for life in our culturally diverse society. They also recognise the opportunity to demonstrate that commitment both as a community resources provider and as a local employer.

2 Aims

- 2.1 The Board of Directors of The Gateway Academy aims to support the creation of an environment that will:
- i advance equality of opportunity;
 - ii foster good relations between members of different racial, cultural and religious groups and communities; and
 - iii eliminate racial discrimination aiming to eliminate unlawful discrimination.

3 The Governing Body's Commitment

- 3.1 The commitment to race equality must be evident in all areas of Academy life. However, that commitment is specifically made by the Board of Directors in relation to:
- i Attainment and progress
 - ii Teaching and learning
 - iii Content of the curriculum, both taught and hidden
 - iv Personal development and pastoral care
 - v Behaviour, discipline and exclusion
 - vi Admissions and attendance
 - vii Staff recruitment and professional development
 - viii Staff opportunities and treatment at work
 - ix Partnerships with parents
 - x Community use of The Gateway Academy resources.

(In this policy statement, "parents" means all those having a parental responsibility for a child.)

- 3.2 The Board of Directors and its Committees will pay due regard to this commitment in determining the policies of The Gateway Academy and in the performance of their duties.

4 Guiding Principles

4.1 The Gateway Academy is guided by three essential principles:

- i every student should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education;
- ii every student 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; and
- iii every student should develop the knowledge, understanding and skills that they need in order to participate in our multi-ethnic society, and in the wider context of an inter-dependent world.

5 Staff Responsibilities

5.1 The Board of Directors expect all staff:

- i to deal with any racist incidents that might occur;
- ii to know how to identify and challenge racial and cultural bias and stereotyping;
- iii to support students in their class for whom English is an additional language; and
- iv to incorporate principles of equality and diversity in all aspects of their work;
- v to attend training and information opportunities

5.2 Behaviour or action against the spirit or the letter of the aims on which this policy is based will be considered a serious disciplinary matter and may lead to dismissal.

5.3 A member of staff is responsible for dealing with reported incidents of racism or racial harassment and maintaining a log of incidents for submission to the Curriculum, Student Affairs and Parental Engagement Committee on a termly basis.

5.4 Visitors and contractors are aware of and comply with the Academy's Race Equality Policy.

6 Monitoring, Evaluation and Review

6.1 The Curriculum, Student Affairs and Parental Engagement Committee will review the Log of Incidents on a termly basis.

6.2 The Board of Directors will review this policy at least every three years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout The Gateway Academy.

References

The Gateway Academy Equal Opportunities Policies for Staff and for Students

Race Relations (Amendment) Act 2000

Code of Practice on the Duty to Promote Racial Equality, Commission for Racial Equality (2001)

Preparing a Race Equality Policy for Schools, Commission for Racial Equality (2002)

The Future of Multi-Ethnic Britain (The Parekh Report), 2000

The Stephen Lawrence Inquiry (The Macpherson Report), 1999

Equality Act 2010 Order 2011

Public Sector Equality Duty 2011