



Created: Mike Papesch 2013 (Revised 2017) | Reviewed & approved by Board: 2017
Reviewed by: Katie Howard November 2022 | Next Review: November 2024

RACE EQUALITY POLICY

Aims of the School:

- To promote the spiritual, moral, social, cultural and academic development of each student
- To offer challenging courses of study in order to secure high levels of academic achievement so that students leave school capable of leading independent adult lives.
- To create within the school a learning environment which challenges and stretches the intellectual and practical skills of each student, whatever her/his level of ability.
- To encourage self-discipline, social awareness, good manners and appropriate high standards of behaviour.
- To create safe, secure and attractive surroundings in which work can be enjoyed.
- To ensure equality of opportunity and access to all parts of a broad and balanced curriculum in order that every girl and boy can be encouraged to develop her/his individual talents.
- To offer a range of extra-curricular activities designed to educate students for the successful use of their leisure time.

Equal Opportunities:

At Dania School we also recognise the importance of the Equality Act 2010. This replaced and unified all existing equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It aims to ensure that all people (pupils/teachers/parents/family/visitors etc) have equality of opportunity in accessing and experiencing the life of the school. When carrying out our day to day work, we should have regard to the following:

- eliminating discrimination
- advancing equality of opportunity
- foster good relations across all people, whatever their characteristics may be



Aims of this policy:

- To support the aims of the school in that it seeks to promote the welfare of all pupils and their academic achievement, regardless of their ethnic background.
- To set out how the school will respond to incidents of racism, offering appropriate support to pupils, parents and carers within the school community.
- To clarify the support given to minority ethnic members of staff.
- The policy aims to meet the requirements of the Race Relations (Amendment) Act 2000.

Statement Concerning Racism:

Racism is defined by the school as:

- Attitudes and actions directed against a person by virtue of the fact of their colour, culture and/or ethnicity in such a way as to hurt another or to engage in stereotyping.
- A racial incident is any incident regarded as such by the victim or anyone else. Under recent legislation it is no longer appropriate for such allegations to be dismissed because the incident is judged by the school not to be racially motivated.
- The school believes that racism is wrong and it will not tolerate racist attitudes among its staff, pupils or those who visit the school. Staff, when they encounter it or when it is brought to their attention, will always challenge racist attitudes and behaviour. The school will not tolerate racist taunting or bullying and in certain cases will contact the police, especially if parents are involved.

Positive multicultural and anti-racist education:

The school, through its basic curriculum, seeks to recognise the multi-cultural nature of Britain in the 21st Century. As part of its specific PSHE and Citizenship entitlement for all pupils there will be work focusing on living in a multi-cultural society and the need to combat racist attitudes and discrimination.

Behaviour management:

The school's Behaviour Management Policy and Anti-Bullying Strategy directly relate to racism and racist attitudes. Nevertheless, the school recognises that racist attitudes and bullying often go unreported. Therefore, the school will, if there is any suggestion that such problems exist, monitor students in such a way as to find out what sort of attitudes they have encountered or whether bullying using racial taunts has happened, if it has happened at all. Where it can be established that any incident had a racist element the school will ensure that its policy is reinforced with all concerned.



Public Statements:

Such school's prospectuses and home-school agreements as are published after the date of this policy will contain clear statements about the unacceptability of racism and racist attitudes whether exhibited by staff, pupils or parents.

Working with Parents:

- The school will take positive measures to support the parents of ethnic minority pupils.
- During parent consultations the parent consultation evenings the personal tutor will sensitively enquire whether the pupil has experienced any issues regarding their race, ethnicity or culture at school or outside that has made them feel uncomfortable.
- If there is evidence that a pupil is experiencing racism at school but not reporting it to teachers action will be taken and the parents will be informed of the action taken in light of the information given.
- If the behaviour of a minority ethnic pupil changes significantly then the parents will be contacted.
- The personal tutor will seek to establish if the behaviour change is a result of racism, either in school or in the wider community.
- If there is evidence that there is racism that is effecting a behaviour change the school will act accordingly as set out in the policy above. Parents will be notified of any action taken by the school.

School Visits:

- When going on trips students will be reminded of their responsibility to act appropriately. The issue of living in a multi-cultural society will be brought up with reminders that racial abuse or the exhibiting of racist attitudes will be dealt with severely by the school.
- When studying about Denmark and the UK (it's history and geography), mention will be made of the different sorts of people who come to visit the countries. It will be made clear that racism is unacceptable and that we have a duty of hospitality to all those who come to London) whether on business or holiday.

Pupils in Danger of Exclusion:

- Teachers will be alert to early signs of disaffection or a drop in attainment or progress.



- When this happens, the Headteacher will be alerted and an intervention will be put into place to facilitate the resumption of progress and attainment at the expected level.

Minority Ethnic Staff

- The school welcomes applications from all staff irrespective of race, ethnicity, gender or sexuality for posts advertised by the governors. When staff from ethnic minorities are appointed they will have the opportunity for minority ethnic mentoring.
- The Headteacher will seek the details of mentoring available in London as and when necessary by contacting the Education Partnership Manager, Education Department, who has responsibility for diversity issues.
- The Headteacher will speak to minority ethnic staff about the issue of race as part of an annual review.
- Minority ethnic staff have the right to access the additional support mechanisms provided by Islington Council as employers and the school will provide a copy of the Islington Council's Combating Racism/Race Equality Policy as part of their induction as a staff member.

Reporting, Monitoring and Evaluation:

The Headteacher will monitor the effectiveness of the policy on an annual basis. This will be done in the following ways:

- Monitoring the number of incidents with a racial element.
- Monitoring the effect of any PSHE or National Curriculum citizenship curriculum which has had a focus on combating racism.
- Talking with the parents of minority ethnic pupils to ensure they are happy with the workings of the school's policy.
- Talking with minority ethnic pupils to ask them how they feel the policy is working.
- Talking with minority ethnic members of staff on the workings of the policy.

A report to the governors will be made annually on the effectiveness of the policy and amendments made where necessary. All policy changes will be communicated to parents. As part of its monitoring and evaluation of PSHE and citizenship a review will be made each year by the nominated co-ordinator(s) on the effectiveness of the curriculum intervention with pupils. The report will be



presented to the Headteacher who will in turn present it to the Governing Body. All racially motivated incidents will be recorded and reported as they occur.

Policy Review:

This policy will be reviewed annually. The Governing Body will undertake the policy review as it recognises that it is its statutory responsibility and not that of the Headteacher or staff to do so.