



**PEACEHAVEN COMMUNITY SCHOOL**

**RACE EQUALITY POLICY**

Last updated November 2008

## Contents

Legal Duties.....	3
Composition and Context .....	3
PCS's composition and context .....	3
Guiding principles .....	3
The full range of school policies and practice .....	3
Commitment to address racism and xenophobia.....	5
Responsibilities.....	5
Information and resources .....	6
Religious observance.....	6
Breaches of the policy.....	6
Monitoring and evaluation.....	6

## Legal duties

Peacehaven Community School welcomes its duties under the *Race Relations (Amendment) Act 2000*. We are committed to:

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

## PCS's composition and context

Peacehaven Community School serves the towns of Peacehaven and Telscombe Cliffs, a community of over 20,000 people. The conurbation stretches one and a half miles along the chalk cliffs above the English Channel and one mile inland towards the South Downs. The community touches the outskirts of the city of Brighton and Hove, where there is some diversity of religions, cultures and languages, and Newhaven which has a direct ferry link with Dieppe.

Peacehaven Community School recognises and celebrates diversity through teaching and learning opportunities that include the formal timetabled curriculum, enrichment activities, Year Team Meetings, Learning Team Meetings and the out of hours enrichment programme.

## Guiding principles

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

- Every student and member of staff should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education.
- Every student and member of staff 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.
- Every student and member of staff should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

## The full range of school policies and practice

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

- **students' progress, attainment and assessment**

The attainment and progress of all students including ethnic minority groups and students who need support to learn English as an additional language is monitored. Trends and

patterns of underachievement are identified and positive action is taken to set targets and raise achievement.

- **behaviour, discipline and exclusions**

Behaviour management, through agreed policy, is fair and equitable to all students. All staff aim to operate consistent systems with high expectations of students. Exclusions are monitored to establish patterns and trends, which then inform planning and decision making.

- **students' personal development and pastoral care**

Support for all students takes account of religious and ethnic diversity and the experiences and needs of particular groups. Support is given to victims of racism and racial harassment, using external agencies where appropriate.

- **teaching and learning**

All staff aim to create a learning environment where all students can contribute fully and feel valued. Teaching takes account of student's cultural background, linguistic needs and different learning styles. Cultural traditions are valued. Students are encouraged to challenge stereotypes and to develop the skills to detect bias and challenge racial discrimination.

- **admissions and attendance**

The standard admissions arrangements for the LEA are followed. The process is monitored to ensure no particular groups are being unfairly disadvantaged. Information about students ethnicity, first language, religion, physical needs and diet is collected to ensure we meet the needs of all groups

- **the content of the curriculum**

The curriculum is planned to incorporate the principles of race equality and to encourage thoughtful responses to and positive attitudes towards diversity. Students are given opportunities to explore concepts relating to identity, racial equality and racism. The effectiveness of the school in providing an appropriate curriculum for all groups is monitored by review of planning. The diversity of the curriculum contributes to the spiritual, moral, social and cultural development of all students. Extra curricular activities and events cater for the interests and capabilities of all students.

- **staff recruitment and professional development**

All staff vacancies are open to the widest pool of applicants and the school ensures that race equality good practice exists throughout the recruitment and selection process. The school will provide employment data to the council's human resources service where appropriate.

All staff are supported in their professional development within the aims and philosophy of this policy.

- **partnerships with parents and communities**

As a school we work in partnership with parents and the wider community to establish, promote and disseminate racial equality and good practice and tackle racial discrimination. All parents are actively encouraged to be fully involved in the school community. Information for parents is available in plain language and we will work with SEAL to provide translation where necessary.

## **Commitment to address racism and xenophobia**

As a school we are committed to being proactive in promoting racial equality and good race relations and tackling racial discrimination. The school is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities, for example Islamophobia, and against Travellers, refugees and asylum seekers.

### **Responsibilities**

The **Governing Body** is responsible for:

- Ensuring that the school complies with Race Relations legislation
- Ensuring that this policy and its related procedures and strategies are implemented

The **Headteacher** is responsible for:

- Implementing the policy and its related procedures and strategies
- Ensuring that all staff are aware of their responsibilities and are given appropriate training and support in staff induction programmes for teaching staff, support staff and the governing body
- Taking appropriate action in cases of unlawful discrimination

**All staff** are expected to:

- Deal with racist incidents that may occur and know how to identify and challenge racial and cultural bias and stereotyping
- Support students in their class for whom English is an additional language
- Incorporate principles of equality and diversity into all aspects of their work
- Keep up to date with race relations legislation by attending training and information opportunities

**Visitors and contractors** will be made aware of, and comply with the school's Race Equality Policy.

A member of staff has specific responsibilities for co-ordinating racial equality work within the school and dealing with reported incidents of racism or racial harassment. These are then recorded by Mandy Lewis and Chris Joslin as an ongoing log.

## **Information and resources**

We ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all students and parents in a number of ways, some of which are listed below:

- A copy of the Race Equality Policy is always available for parents to consider in the school library and on the school website.
- Parents/students are informed of the existence of the Race Equality Policy through the school prospectus and the website.
- The staff/governor loan section of the library contains a selection of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail
- Governors are encouraged to access the county governors training programme that we subscribe to on equality issues and for advice or information
- Governors have a role in approving the policy and in its monitoring, review and assessment
- All governors are invited to staff training on issues of race equality

## **Religious observance**

We respect the religious beliefs and practices of all staff, students and parents, and comply with all reasonable requests relating to religious observance and practice. Information on the religious and ethnic background of students is stored in the school database.

## **Breaches of the policy**

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, following the county guidelines where available and agreed school practice.

## **Monitoring and evaluation**

We will monitor the policy and its effectiveness as part of our regular whole school approach to reviewing, monitoring and assessing all policies and strategies. However in monitoring all policies we will consider their effectiveness and impact in eliminating racial discrimination, promoting race equality and good race relations. At other times we will look at specific parts of the Race Relations Policy.