



Race Equality Policy

Date of Policy: September 2023.

Frequency of Review: Annually.

Date of Next Review: September 2024.

Purpose

The purpose of this Policy is to help those working in and with Wize Up to:

- Promote racial equality
- Promote good race relations
- Eliminate unlawful racial discrimination

Context

The Race Relations (Amendment) Act 2000 places a positive legal duty on schools to promote equality; this policy also is produced with regard to the 2010 Equality Act. This means that policies and practices that are not in themselves racist, but which have a discriminatory effect on particular ethnic groups, are open to challenge in the Courts.

Links to Other School Documentation

Wize Ups aim and values include references to equal opportunities and full inclusion for all members of the Community.

School Context

The School serves an area of great ethnic and racial diversity.

The young people population comprises of mainly of the following racial origins White British, European, Black Caribbean, Black African, Mixed, Traveller.

The ethnic composition of the staff closely reflects the school population as a whole.

Principles

Wize Up applies the following principles:

- Commitment to equality of opportunity for all.
- Commitment to the eradication of racism, xenophobia and discrimination on grounds of religion.
- Recognition that every learner should be equipped with the knowledge, skills and achievements which they need for full participation in society.
- Recognition that every learner should be encouraged to develop skills of non-violent conflict resolution.
- Expectation that everyone will contribute to reducing and removing violence and harassment from the school community.
- Commitment to fostering attitudes of open-mindedness, empathy, understanding between different ethnic heritages and the concept of global citizenship.
- Commitment to fostering respect for the identities of young peoples, students and staff, and their experiences, histories and concerns.
- Recognition that all learners are entitled to a multi-cultural and anti-racist education, irrespective of the presence or absence of learners who are from ethnic minorities.
- Commitment to creating a school and wider community to which all its members can feel they belong.
- Recognition that all young peoples, parents / carers, employees and the wider community, can all contribute to the achievement of harmonious relationships between people of different nationalities, religions and ethnic heritages.
- Recognition that there must be active monitoring and evaluation of policies and practice.
- Recognition of the need for the public accountability in reporting on racist incidents, following up action and outcomes.

Wize Up will promote race equality and good race relations across all areas of school activity in relation to:

- Progress, achievement and assessment
- Behaviour, discipline and exclusion
- Young peoples' personal development and pastoral care
- Young peoples' relationships
- Teaching and learning
- Admissions and attendance
- Curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities

Leadership and Management

Wize Up is committed to:

- Being proactive in promoting racial equality and good race relations and tackling racial discrimination

- Encouraging, supporting and enabling all young peoples and staff to reach their potential
- Working in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination
- Ensuring that the policy is followed

The responsibility of the Headteacher is to:

- To ensure that the School complies with race relations legislation
- Implement the policy and its stated procedures and strategies
- Ensure that all staff are aware of their responsibilities and are given appropriate training and support
- Take appropriate action in any cases of racial discrimination

It is the responsibility of all staff to:

- Deal with racist incidents, and know how to identify and challenge racial bias and stereotyping
- Promote racial equality and good race relations and not discriminate on racial grounds
- Keep up to date with race relations legislation by attending training and information opportunities

Visitors and contractors are required to be aware of, and comply with, Wize Up's race equality policy.

Breaches of Policy

Breaches of policy will be dealt with as follows:

- For young peoples, through the School's Behaviour Policy
- For staff, through the Staff Disciplinary Policy
- For others, by appropriate action, for example, making clear Wize Up's expectations and, in relation to staff of other organisations, reporting breaches to the heads of those organisations.

Policy Planning and Review

Wize Up will assess and monitor the impact of this Policy on young peoples, staff and parents from different racial groups. This will be undertaken as follows:

Policy Planning and Development:

- Routinely considering the impact of policy development and planning on issues of race equality

- Assessing the impact of the policy through consultation, evaluation and auditing tools, e.g. the Local Education Authority's *Education Race and Equality Audit to Assist Schools Self Review*

Ethnic Monitoring:

- Using monitoring data to monitor the attainment and progress of young peoples by ethnic group, and to set targets for improvement
- Ensuring that monitoring data by ethnic group, for example, on attainment and progress, and exclusion, sanctions and rewards, is used to inform planning and decision making

Reviewing and Assessing Policies:

- Regularly reviewing, monitoring and assessing all policies and strategies for this effectiveness and impact in eliminating racial discrimination, promoting racial equality and good race relations
- Building racial equality questions into school self-review and evaluation frameworks
- Using the results of reviews and assessments to inform planning and decision-making

Training and Development

Wize Up will:

- Develop a training strategy that includes training and support for staff in support of this policy.
- Use a range of methods to train and develop staff e.g. in-school training
- Monitor and evaluate the effectiveness of training

Promoting Policy

The Policy will be promoted by:

- Making it available to all parents, young peoples and other interested parties.
- Making the Policy available in special formats on requests

Other policies, which relate to this policy, include the Anti-Bullying, Behaviour, Recruitment and Selection Policy.