

## **Race Equality - Statement of Policy**

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### **Summary**

Woodham Academy is committed to promoting equality of opportunity (and good race relations for the benefit of everyone, reflected in our school motto “Achievement for All”).

The Governing Body, Leadership Group and staff recognise their responsibilities in preparing young people for life in our culturally diverse society. This duty is no less pertinent given the socio-economic context of County Durham and Newton Aycliffe itself. This policy statement should be read in conjunction with our Equality and Inclusion, Disability and Race equality policies.

**Date first adopted:** 23<sup>rd</sup> July 2009

**Review date:** Bi-annually

**Last reviewed:** May 2016

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### **1. Principles**

This policy is based upon the following principles:

- “Achievement for All” - 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
- 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
- every student should develop the knowledge, understanding and skills that they need in order to participate in a multi-ethnic society, and in the wider context of an inter-dependent world

### **2. Policy statement aims:**

The aims of this policy statement are to ensure that the Governing Body and Leadership Group of the school support the creation of an environment that will;

- promote equality of opportunity
- promote good relations between members of different racial, cultural and religious groups and communities
- challenge racial discrimination aiming to eliminate unlawful discrimination.

### **3. Implementation**

The commitment to race equality must be evident in all areas of school life. However, that commitment is specifically made by the Leadership Group in relation to;

- Attainment and progress
- Teaching and learning
- Content of the curriculum
- Personal development and pastoral care
- Behaviour, discipline and exclusion
- Admissions and attendance
- Staff recruitment and professional development
- Staff opportunities and treatment at work
- Partnerships with parents
- Community use of resources

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

The Governing Body and its Committees will pay due regard to this commitment in determining the school’s policies and in the performance of their duties.

#### **4. Staff Responsibilities**

The Governing Body expect **all staff** to:

- deal with any racist incidents that might occur
- 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 in all aspects of their work

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.

The Director of Student Support will maintain responsibility for logging and responding to all racist incidents in line with the best practice guidelines published by the LA.

#### **5. Monitoring, Evaluation and Review**

The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.