



Race Equality Policy

RACE EQUALITY POLICY

At Unity College we believe that racial discrimination should be challenged in all aspects of college life.

INTRODUCTION

Unity College is a co-educational, non-denominational 11-16 comprehensive school with close to 1050 students on roll. The school's intake at age eleven is representative of the social and ethnic mix across Burnley.

The school has an Equality and Diversity Policy that ensures that all staff and students at Unity College have the same opportunities open to them regardless of ethnic group, gender or special need. This Race Equality policy builds upon this core aim. This policy also be viewed in the light of the college vision which focuses on unity, respect and passion.

UNITY	United In Learning	Uniting the Community
RESPECT	Respect Yourself	Respect Others
PASSION	Passion for Learning	Passion for Excellence

It should be noted that this policy is in line with the statutory requirement of the Relations (Amendment) Act 2000 addressing the need for schools to:

- promote racial equality
- promote good race relations
- eliminate unlawful racial discrimination
- maintain a written race equality policy

The college is totally committed to these aims.

AIMS

We recognise our statutory duty to promote race equality, promote good race relations and eliminate unlawful racial discrimination. These are embedded within our Vision Statement.

1. **LEARNING**

Unity College is a place where learning is an enjoyable and fulfilling experience embedded with high expectations enabling all students to achieve their full potential regardless of age, ability, gender, creed, ethnic group, physical ability or background.

2. **PERSONAL AND SOCIAL DEVELOPMENT**

Unity College values all individuals and makes a positive contribution to everyone's personal and social development by fostering self-esteem, respect for self and others and self-discipline.

3. **COMMUNITY**

Unity College is representative of the best in our community with positive relationships between home, school and the wider community. A college which collaborates with a variety of partners in the community to enrich the learning as well as personal and social development of all its students.

4. **ENVIRONMENT**

Unity College provides high quality facilities creating a 21st Century learning environment.

5. **ORGANISATION**

A self-evaluating college which functions effectively and successfully responding to the needs of all the students, parents, staff and the wider community.

LEADERSHIP, MANAGEMENT AND GOVERNANCE

The Governing Body is committed to promoting equality of opportunity, and good race relations as well as eliminating racial discrimination in accordance with the law. The governors expect all staff, students and parents to support us in this work. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice. We will ensure that all our current policies are assessed for their impact on different racial groups. The governors will develop their knowledge and understanding of race equality.

It will be the responsibility of the headteacher to ensure that this policy is successfully implemented and that all those who work in the college understand what they are to do and have appropriate training and support. The headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented in full. A member of the college management team has designated responsibility for equal opportunities including race equality. Responsibilities will include the monitoring and reporting of racist incidents to the governing body and the LEA.

The governors expect that **all staff** will know how to recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom.

Teaching staff have a central role in promoting race equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable all students to reach their full potential, by how they ensure that all racial groups have full access to the curriculum and by how they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.

FULFILLING OUR COMMITMENT TO RACE EQUALITY

Ethos

Unity College will fulfil its commitment to race equality:

- by valuing diversity and by actively promoting good inter-personal and community relationships.
- by promoting an atmosphere of mutual respect and trust among all members of the college community.
- by ensuring that all staff, parents and students are treated with respect and dignity.

Racism / racial harassment

Unity College will fulfil its commitment to race equality:

- by ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards, diversity.
- by ensuring access to the curriculum for all to meet their individual needs.
- by ensuring that teachers' planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.
- by creating learning environments where all can contribute fully and feel valued.
- By ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.

Achievement / attainment / assessment / progress

Unity College will fulfil its commitment to race equality by having procedures to monitor attainment and achievement by racial group in order to identify and respond to trends and patterns. The college will strive to maintain equally high expectations of all.

Attendance

Unity College will fulfil its commitment to race equality by monitoring student attendance by racial group and by using the data to develop strategies to address poor attendance, where it exists.

Behaviour / discipline / exclusion

Unity College will fulfil its commitment to race equality by monitoring student behaviour and exclusions by racial group in order to ensure that procedures are applied fairly and equitably to all students.

Staff recruitment and career development

Unity College will fulfil its commitment to race equality by monitoring and evaluating employment practices and by reporting to the LEA to allow it to fulfil its specific duty under the Act.

Community / parental consultation

Unity College will fulfil its commitment to race equality by working in partnership with parents and the community to develop positive attitudes to racial diversity.

Membership of the governing body

Unity College will fulfil its commitment to race equality by striving to ensure that membership of the governing body reflects the community it serves.

Professional development of all staff

Unity College will fulfil its commitment to race equality by ensuring equality of access to professional development and training for all staff. This will be monitored, evaluated and reported as appropriate.

IMPLEMENTATION

Unity College's development planning process will be the main driver for the implementation of this policy.

The monitoring of the implementation of the policy will be the responsibility of Mrs Sutcliffe. The results of this monitoring and evaluation will be published annually.

This policy should be read in conjunction with the following policies:

- Safeguarding Policy
- Child Protection Policy
- Anti-bullying Policy
- SEND Policy

(This policy forms a subsection of the Whole College Equality and Diversity Policy).

This policy is updated and reviewed on a regular basis.