



The John Roan School

The Race Equality Policy

**Whole School Policy
Statement**

Date: July '08



HONORE ET LABORE

Through work and honour

VISION

The John Roan School will be at the heart of lifelong learning within a caring community.

Our innovative, exciting environment is a place where teaching and learning is fun, challenging and matched to the abilities, aspirations and learning styles of each individual.

The school will be a centre of excellence, which enables all to become active citizens in the global community

OUR MISSION STATEMENT

Learning together, achieving together, creating our future together

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The John Roan School

The Race Equality Policy

Note: Within this policy the term 'parent/s' is used to mean parents, carers, guardians. The policy sets out our principles regarding our duty to promote race equality and how we implement and monitor it.

Introduction

Raising standards and improving lives is the John Roan's vision and to build a learning organisation which has equality and diversity at its heart. We believe we can add great value to the achievement of excellence in the care of children and young people and in education and skills for learners of all ages, backgrounds and abilities.

Our core values include an explicit commitment to valuing people's differences. This commitment is central to all that we do and how we go about it. We will promote best practice in race equality amongst our staff, pupils/students and parents. We will also use our position to identify and combat discrimination and disadvantage through monitoring of what and how we teach, how we communicate and deal with all persons who are associated with our school. This will be undertaken for example through observations, monitoring and analysis of data and publishing reports, and surveys. We aim to be an exemplary school and employer with a diverse and committed workforce committed to the education and training of children.

This Race Equality Policy and Scheme, together with our Disability Equality and Gender Equality Policies and Schemes, are an important step to delivering our vision to provide all students with a top quality educational provision for all racial groups and cultural backgrounds.

The John Roan School is determined to promoting race equality, both in how we undertake our teaching and learning duties and practices, all with a focus on improving outcomes for all children, young people and learners.

In carrying out this responsibility, we:

- Listen to what teachers, pupils/students, parents and other support staff tell us and ensure that we respond to the views of people from different racial groups and backgrounds, acting upon those to shape our work, practise and policies
- Communicate the findings from observations, data collection and discussions with all our stakeholders with the aim of improving current provision and outcomes, raising aspirations and contributing to a longer term vision for achieving ambitious standards. This includes routinely assessing the impact of our policies and practises on the outcomes achieved by children, young people and learners from different racial groups and reporting where issues arise through Senior Leadership Team and Governor meetings
- Report impartially – including reporting on race equality issues – without fear or favour, demonstrating integrity in all we do

- Carry out random sampling and annual data analysis to ascertain: (a) whether there are concerns over compliance with the Race Equality Duties; and (b) whether examples of good practice are apparent
- Work closely with teachers, pupils/students, parents, governors and other support staff including, Government and Local Authority Departments and other agencies, to make sure that our Race Equality Policy and Scheme are used to best effect

School Context

The John Roan School is a mixed gender, 11-18 comprehensive situated in Blackheath (South East London) in one of the wealthiest wards in the borough. However, it draws its intake from some of the poorest wards. Approximately, 50% of pupils/students are from ethnic minority groups; pupils speak over 38 languages at home in addition to English and have a range of religious beliefs, family structures and cultural backgrounds. Staff also are from a range of backgrounds, cultures and religious beliefs of which 47% are from ethnic minorities which reflect the multicultural society in which we live.

We have a reasonably balanced staff gender which consists of 50 male and 51 female teaching staff and 31 male and 59 female support staff in our school.

Our pupils/students and staff are representative and reflect our multicultural society and local community, all having a diverse range of experience, skills, needs, they understand the importance of diversity and share our passion for equalities. In our Race Equality Action Plan, we have committed to providing training to staff to ensure that the judgements we make about outcomes for pupils/students, young people and learners from different racial groups in the provision we provide are the very best they can be.

We recognise that our work in relation to equalities and diversity needs to drive improvements, not just in the way we do things internally, but also in those whom we work.

Key Values

We value all of our pupils/students and staff regardless of their race and culture. These values reflect in the organisation of the school and are shaped by the users, stakeholders, partners, staff, managers and governors. Our values are the foundation of what we do and are transparent in our teaching, leadership and management and they are set out in our policies and expectations of all staff.

Our four core values are:

- **Valuing people's differences** – we value and respect difference both within and out of school. Equality and diversity are at the heart of what we do and how we do it. Our commitment is reflected in our practice internally and in all aspects of what we do and achieve at the school.
- **Putting children and learners first** – we start from the interests of children and learners of all ages, whatever their background; and of

parents, carers and employers. We take pride in standing up for the rights and opportunities of all those associated with our school.

- **Achieving excellence** – we want to make a difference and set challenging standards for all pupils/students, teachers and support staff regardless of their race or ethnicity, striving for excellence and seeking always to learn and improve.
- **Behaving with integrity** – we build and maintain trust by behaving fairly and impartially in all our dealings with all children and adults. We are highly professional and speak without fear or favour on the basis of evidence

Our Race Equality Policy

Our Race Equality Policy with its Scheme demonstrates our determination to fully meet our obligations as set out in the legislation: commitment and engagement to it across the school and is driven by leadership at the most senior level, who have been instrumental in shaping its development, and will continue to play a key role in ensuring its effective implementation. The Policy and Scheme sits alongside our Disability Equality and our Gender Equality Policies and Schemes as key elements of our Strategic Plan for 2007-2010. We seek not just to do what is required by statute, but to embrace the spirit of the equalities legislation and aspire to become a beacon organisation that others look to for good practice. We recognise we have some way to go but are ready for the challenges ahead.

The General Duty

In accordance with our school's mission statement and values and as a public authority, the John Roan School is required by a general duty under the Race Relations Act 1976, as amended by the Race Relations (Amendment) Act 2000, to have due regard, in exercising its functions as to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity between people of different racial groups
- Promote good relations between people of different racial groups

The duty covers all functions of the school, including employment practices, public service delivery, policy development and the procurement of services.

To promote equal opportunities in accordance with the statutory Code of Practice for public authorities¹, we need to understand fully how our work can impact differently on different racial groups, both from the perspective of service users and employees. We must consider how our work affects all children, young people, learners and staff and take action within our remit and scope to remove any discrimination or adverse impact. We must also identify areas where we can make a positive impact on promoting racial equality and good race relations and extend that positive impact across our functions. This means we must:

¹ The Commission for Racial Equality's Statutory 'Code of Practice on the Duty to Promote Race Equality' (May 2002)

- Identify which of our functions and policies are relevant to the duty
- Prioritise our functions and policies in order, based on how relevant they are to race equality
- Assess whether the way these 'relevant' functions and policies are being carried out meets the three parts of the general duty
- Consider whether any changes need to be made to meet the duty, and make those changes

Specific Duties

The John Roan School welcomes the specific duties that are placed on all public authorities by the Race Relations Act 1976 (Statutory Duties) Order 2001 (the **Order**) and other statutory instruments². These duties support public authorities in meeting the general duty to promote race equality. The John Roan School's specific duties include producing and maintaining a Race Equality Policy and Race Equality Scheme; collecting, recording and publishing data on pupil/student achievement according to ethnicity, racist incidents to the Local Authority and employment monitoring.

Our Race Equality Policy and Scheme is required to set out how we intend to fulfil our general and specific duties and to state, in particular:

- Those functions and policies which have been assessed as relevant to our performance of the general duty
- Our arrangements for assessing and consulting on the likely impact of our proposed policies on the promotion of race equality
- How we will monitor our policies for any adverse impact on the promotion of race equality
- How we will publish the results of the assessments, consultation and monitoring mentioned above
- How we will ensure public access to the information and services we provide
- How we will train staff and educate pupils/students in connection with the duties
- How we will monitor certain areas of employment and pupil/student cohort in the school by racial group

The John Roan School is also required to review the assessment of its functions and policies mentioned in the first bullet point above within every three year period and produce an annual report to governors evidenced through our Race Equality Scheme and minutes of our meetings.

Employment Duties / Responsibilities

Under the specific duty connected to employment in the Order, The John Roan School is required to monitor by racial group the numbers of:

- Staff in post
- Applicants for employment, training and promotion.

² Further statutory instruments introduced under section 71(2) of the Race Relations Act 1976 (as amended).

As a public authority we are also required to monitor the number of staff from each racial group who:

- Receive training
- Benefit or suffer detriment as a result of our performance assessment procedures
- Are involved in grievance procedures
- Are the subject of disciplinary procedures
- Cease employment with the John Roan School

We are also required to publish the results of this monitoring annually, which we will do as part of the John Roan annual report on employment information each year.

This monitoring information is used to help us to:

- Identify if there are differences in the way racial groups are treated
- Investigate the underlying reasons for any differences
- Deal with any unfairness, disadvantage or possible unlawful discrimination
- Develop initiatives to improve equality of opportunity and race relations

As an employer and as a school, we fulfil our duties under legislation, but we are also determined to maximise the potential of our staff, attract and retain the best people, and develop an even more productive and motivated workforce that can deliver higher quality public services. We need to understand fully how our staff can best carry out their jobs, their learning and development needs, and the barriers they might face to working to their best potential. To do this, we need to listen to what staff, pupils/students and parents have to say about their needs and experiences, and we need to have a good understanding of the profile of needs across the school.

All governors, staff, volunteers, pupils/students and their families need to develop an appropriate understanding of, and act in accordance with, the school's Race Equality Policy, Scheme and Action Plan. In addition the school governors are responsible for ensuring that the school prepares, publishes, implements, reports on and reviews the Race Equality Policy, Scheme and Action Plan (including budget requirements), and in particular the employment implications of meeting the Duty.

The Headteacher works with the SLT to ensure that:

- The Race Equality Policy, Scheme and Action Plan are implemented
- Staff recruitment, training opportunities and conditions promote race equality
- All staff, pupils and their parents are consulted regarding, and are aware of the school's responsibilities to meet, the Race Equality Duty
- Existing and planned policies are assessed for the ways in which they impact on race equality
- Curriculum planning, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities take account of the need to promote race equality
- Incidents of racial bullying or harassment are dealt with according to our Behaviour / Anti-Bullying policy

- Visitors to the school, or those who use the premises, are aware of the Race Equality Policy, Scheme and Action Plan

All staff have a responsibility to deal with incidents of racial abuse, harassment or bullying, help eliminate unlawful race discrimination, prepare and/or help deliver a curriculum, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities (including work with parents) that take account of the need to eliminate unlawful discrimination and harassment and to promote race equality.

Pupils/students and parents have a proportionate responsibility to understand and act in accordance with the policy, as do visitors to the school. These and other responsibilities are outlined in detail in the School's Race Equality Policy, Scheme and Action Plan.

We believe that having this Race Equality Policy, Scheme and Action Plan will:

- Support us in our decision-making and policy development
- Give us a clearer understanding of the needs of staff, pupils and their families
- Enable us to provide better quality services which meet racial needs.
- Help us target our resources more effectively.
- Help promote increased confidence in our school.
- Make more effective use of our workforce.

Breaches of the Race Equality Policy

We understand that eliminating race discrimination and harassment and promoting race equality is in part an education function and a matter of cultural change. Where possible, breaches of the policy will be dealt with in a manner appropriate to the level of the breach, and with the intention of bringing about the relevant changes. More serious breaches of this policy will be dealt with in accordance with our school's anti-bullying and harassment procedures, and the disciplinary procedures for staff.

Consultation; Publishing; Staff, Pupils / Students & Parent Development

This policy has been drawn up in consultation with governors, staff, pupils/students, parents and members of our local community. These consultations have contributed to developing the awareness among governors, staff, pupils and parents of the ongoing need to eliminate unlawful racial discrimination and harassment and to promote race equality. We have also drawn upon earlier consultations such as the school's Equal Opportunities Policy.

Copies of this policy are available on the John Roan School Intranet. Also a brief summary of the main points of the policy will be made available in age-appropriate ways to our pupils/students. A summary may be printed occasionally in our newsletter.

We will continue, as outlined in our action plan, to develop awareness of what constitutes unlawful race discrimination and harassment, and of the need to eliminate this and to promote race equality.

Signed: _____

(Chair of Governors, Elizabeth Gardiner, The John Roan School)

Date: July 2008

Race Equality Policy review date: July 2011