

SWALE ACADEMIES TRUST

Policy on RACE and ETHNIC EQUALITY

Swale Academies Trust is committed to an inclusive ethos based on respect for, and celebration of, ethnic diversity. Schools/College will strive to prepare all pupils/students for living in a multi-cultural and multi-ethnic society and promote equality in all dimensions of the school's/college's life and community.

We will:

- Take positive action to eliminate racial and ethnic discrimination and harassment
- Promote equality of opportunity for all members of the school/college community and through the staff recruitment
- Promote good relations between people of different racial groups

Cultural and ethnic diversity will be valued in the curriculum, in the school/college workforce, the Governing Body and the parent, pupil and student bodies. We will ensure that the culture and ethos of the school/college places equal value on the diverse racial faith and ethnic groups, cultural and linguistic heritage represented in our society.

We acknowledge and value all ethnic and national groups represented in the school/college community and will challenge stereotypical views of different racial and ethnic groups.

CURRICULUM

Each school/college will provide a broad and balanced curriculum for all pupils/students. The school/college accepts the three principles in the statutory inclusion statement for the National Curriculum:

- Setting suitable learning challenges for all pupils.
- Responding to pupils' diverse learning needs.
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils.

We recognise that citizenship presents opportunities for encouraging respect for diversity. This is explored in areas of the curriculum.

Subject Leaders will raise the awareness of staff and pupils/students of multi-cultural issues through the schemes of work. In the purchase of resources Subject Leaders will provide materials, where available, that reflect and celebrate ethnic and cultural diversity.

TEACHING AND LEARNING

Each school/college will strive to ensure that teaching and learning styles include and raise achievement of all pupils/students, regardless of ethnicity or race.

We will strive to ensure, wherever possible, that methods of assessment are fair to all cultures and ethnic groups.

Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality. This may include assemblies and 'Thought of the Day' activities.

RACIST INCIDENTS

Schools/college will not tolerate any form of racial harassment or abuse.

Racist Incident – A racist incident is any incident which is perceived to be racist by the victim or any other person.

The school has a racist incidents policy. The Head of School, is responsible for making this policy known to all members of the school/college community.

ETHNIC MONITORING

Each school/college will ensure that any ethnic monitoring of the school/college community is undertaken positively to ensure equality of opportunity, for both pupils/students and staff.

REVIEW OF THE RACE EQUALITY POLICY

The Race Equality Policy will be reviewed annually, highlighting key issues for action and responsibilities.

RESPONSIBILITY

It is the responsibility of all members of the school/college community to:

- Promote race equality and support the implementation of the Race and Ethnic Equality Policy including the Racial Incidents Reporting Procedure.
- Behave in a manner which respects and values cultural, racial, ethnic and linguistic diversity.
- Challenge and eliminate racial and ethnic discrimination, racial and ethnic harassment and racial and ethnic abuse.
- To work with parents and guardians and with the wider community.
- To keep up to date with the law on discrimination and taking up training where required.

Adopted by Directors 6 December 2012/v02