

# **SWANMORE COLLEGE OF TECHNOLOGY**

## **Race Equality Policy**

### **1. College Context**

Swanmore College is located in a semi-rural setting in Hampshire some 12 miles to the south of Winchester, 13 miles to the east of Southampton and 5 miles to the north of Fareham.

Pupils travel to Swanmore College from a wide geographical areas owing to the rural nature of the catchment. Pupils are predominately white, British.

In such a predominately 'white' environment it is therefore important that a college such as ours ensure that we take a proactive and sensitive approach to the promotion of race equality.

### **2. Aims**

The aims of Swanmore's Race Equality Policy include:

- Preparing pupils for life in a diverse society and world.
- Respecting and valuing linguistic, cultural and religious diversity in the (wider) community.
- Develop pupils' sense of personal and cultural identity which is confident and open to change and receptive and respectful towards other identities.
- Meeting diverse needs of pupils.
- Ensuring that an inclusive ethos is established and maintained.
- Acknowledging the existence of racism and being proactive in tackling and eliminating racial discrimination.
- Making the college a place where everyone, irrespective of their race, colour, ethnic or national origin or their citizenship, feels welcome and valued.
- Ensuring that issues related to racism and racial equality are recognised across all areas of college activity.
- Ensuring that racial equality is an integral part of all relevant planning and decision making within the college.

### **3. Leadership, Management and Governance**

#### **Commitments**

- The college will be proactive – promoting racial equality, good race relations and tackling unlawful racial discrimination through its curriculum, assemblies, PSHE and Citizenship programmes.
- The college will work in partnership with others to tackle racial discrimination and establish, promote and disseminate good race equality practice.
- The college aims to create an environment in which cultural, linguistic and religious differences are respected and valued.
- For isolated pupils from different ethnic groups, the college will provide appropriate, additional support as required.

#### **Responsibilities**

- The governing body is responsible for ensuring that the college fulfils its legal responsibilities and that this policy and its related procedures and strategies are implemented.
- The headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities, are given appropriate training and support, and for taking appropriate action in any cases of unlawful discrimination.
- A designated member of staff is responsible for co-ordinating racial equality work and dealing with reported incidents of racism and racial harassment. (Community Cohesion)
- All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support pupils in their class for whom English is an Additional Language and to incorporate principles of equality and diversity into all aspects of their work.
- Reporting to LA re any racially motivated incidents and informing the Swanmore Community of issues, progress and developments will be carried out in line with statutory and LA requirements.
- Visitors and contractors will be made aware of and expected to comply with the college's race equality policy.

### **4. Policy, Planning and Review**

Swanmore College will endeavour to ensure that the principles and procedures stated above will feature in all other policies and practices including:

<p><b>Attainment, progress and assessment</b></p> <ul style="list-style-type: none"> <li>• Attainment and progress data will be monitored by ethnicity where relevant.</li> <li>• Trends and patterns will be identified as required.</li> <li>• Supportive action will be taken to tackle any underachievement.</li> <li>• We will endeavour to ensure that assessments are free of cultural bias.</li> </ul>	<p><b>Admissions and attendance</b></p> <ul style="list-style-type: none"> <li>• We will ensure that admissions criteria are open to all and administered consistently and fairly.</li> <li>• Pupil attendance will be monitored by ethnicity and we will liaise with EWS and EMAS as appropriate.</li> </ul>
<p><b>Behaviour, discipline and exclusions</b></p> <ul style="list-style-type: none"> <li>• Patterns of rewards and sanctions will be analysed by ethnicity when relevant.</li> <li>• Exclusions will be monitored by ethnicity as required.</li> <li>• Re-integration of excluded pupils will take account of any specific cultural/linguistic needs.</li> <li>• We will be sensitive to any cultural and linguistic differences in dealing with behaviour where relevant.</li> </ul>	<p><b>Personal development and pastoral care</b></p> <ul style="list-style-type: none"> <li>• We will ensure that we meet specific religious and ethnic needs of groups/individuals.</li> <li>• Pupils will be encouraged to consider the full range of options pre and post GCSEs.</li> <li>• Support for any victims of racist incidents will involve class/tutors. Head of Year and counselling where necessary.</li> <li>• We will facilitate the need for pupils to observe religious requirements in relation to worship.</li> </ul>
<p><b>Curriculum</b></p> <ul style="list-style-type: none"> <li>• Curriculum development through schemes of work ensures that the principles and practiced diversity and race equality are integrated into teaching and learning.</li> </ul>	<p><b>Racism and racial harassment</b></p> <ul style="list-style-type: none"> <li>• Our policy on racist incidents ensures that racist incidents are reported, investigated and recorded in line with recommended practice.</li> <li>• See attached sheet.</li> </ul>
<p><b>Partnership with parents and communities</b></p> <ul style="list-style-type: none"> <li>• Where extended stays in a family's country of origin are known in advance, we will look towards support strategies to continue their education and identify with parents potential benefits and disadvantages for the child.</li> <li>• Staff will be made aware of pupils' religious, cultural, linguistic heritage.</li> </ul>	<p><b>Staff recruitment and professional development</b></p> <ul style="list-style-type: none"> <li>• We will ensure that our recruitment policy: <ul style="list-style-type: none"> <li>➢ Does not discriminate against minority ethnic groups.</li> </ul> </li> <li>• Where necessary training will be given on race equality.</li> <li>• All staff have access to professional development opportunities and this will be monitored.</li> <li>• We will ensure that minority ethnic staff have access to appropriate support.</li> <li>• Issues of race equality and cultural diversity will feature in staff inductions, training and staff meetings as appropriate.</li> </ul>
<p><b>Teaching and Learning</b></p> <ul style="list-style-type: none"> <li>• Teaching methods and styles take account of the diversity of pupils needs.</li> <li>• Teaching methods will encourage positive attitudes to diversity and race equality.</li> <li>• Teachers model this in their behaviours and interaction with staff and pupils.</li> <li>• All pupils are aware of high expectations.</li> </ul>	<p><b>Teaching and Learning</b></p> <ul style="list-style-type: none"> <li>• We will avoid stereotypical assumptions about pupil's abilities and aptitudes.</li> <li>• We will use a range of intercultural resources to stimulate learning and promote high standards.</li> </ul>

#### **4.1 Implementing the Policy**

Swanmore College will ensure the implementation of the policy through:

- Audit – staff with responsibilities for areas outlined above will undertake annual race equality audits.
- Action plans focusing on areas for development and staff training.
- Awareness – the college’s policy will be made available and all college staff shall receive a copy.

#### **4.2 Monitoring and Evaluation**

The member of staff with delegated responsibility will collect, study and use quantitative and qualitative data relating to the implementation of this policy and report initially to the headteacher.

The progress and targets of ethnic minority pupils will be monitored alongside all other pupils in line with college policy.

College self-reviews and policy reviews will include race equality impact questions and be used to inform planning and decision making.

Results of reviews, monitoring and assessment will be made available to parents and the community as appropriate via the Governing Body.

**Policy Date: Autumn 2010**

**Policy Review: Autumn 2012**