



## The Skinners' School

### Race Equality Policy

#### 1. The ethos and values of the Skinners' School

The Skinners' Kent Skinners' School provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

The National Curriculum encourages schools to: 'Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds.'

The Skinners' Kent Skinners' School strives to ensure that the culture and ethos of the Skinners' School are such that, whatever the heritage and origins of members of the Skinners' School community, everyone is equally valued and treats one another with respect. Students should be provided with the opportunity to experience, understand and celebrate diversity.

#### 2. We recognise:

- the inclusive nature of the National Curriculum and the opportunities Citizenship presents for encouraging 'respect for diversity'
- the importance of celebrating festivals from diverse faiths.
- that minority ethnic groups include Gypsy Travellers, Refugees and Asylum-seekers and less visible minority groups e.g. Irish.
- the important contribution immigrants and their descendants have made to Britain.
- the importance of Global Citizenship.
- the importance of strong home/school and wider community links.
- our duty under the Race Relations (Amendment Act 2000) to promote race equality actively.
- the recommendations of the inquiry into the death of Stephen Lawrence: 'That Local Education Authorities and Skinners' School governors have the duty to create and implement strategies in the Skinners' School to prevent and address racism' (Recommendation 68)

#### 3. Definitions

Institutional racism is 'the collective failure of an organization to provide an appropriate and professional service to people because of their culture, colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people.'

A racist incident is 'any incident which is perceived to be racist by the victim or any other person'

#### 4. The commitment of The Skinners' Kent Skinners' School:

The Skinners' School will not tolerate racial harassment of any kind.

We are committed to combating racial discrimination.

#### 5. Actions to ensure Race Equality

- We shall undertake a race equality audit using the CRE's Learning for All: Standards for Racial Equality in the Skinners' School and ensure that we are monitoring students by ethnic group and addressing any issues raised by the audit.
- The Race Equality Policy will be reviewed regularly by the Headmaster & Governing Body.
- Race Equality training will be supported as part of the staff development programme for all teaching and ancillary staff, student teachers and governors.
- We shall adhere to national guidelines regarding racial harassment in schools. .
- The Skinners' School will endeavour to ensure that the governing body & staff team reflects the local community it serves.
- Other Skinners' School policies will be reviewed to ensure they are consistent with this race equality policy.

#### 6. Monitoring by Ethnicity

The Skinners' Kent Skinners' School recognises ethnic monitoring as essential to ensure that minority ethnic students are not being disadvantaged, and that monitoring leads to action planning.

We will monitor:

- a) Admissions
- b) Attainment
- c) Attendance
- d) Punctuality
- e) Effects of pastoral strategies
- f) Rewards
- g) Sanctions
- h) Racist incidents and actions taken
- i) Exclusions
- j) Response to teaching styles/subject
- k) SEN Register
- l) Setting/groups
- m) Effects of the Literacy & Numeracy Strategies
- n) Extra-curricular activities
- o) Homework
- p) Homework clubs
- q) KS4 option choices
- r) Post 16 destinations
- s) Number of students attending extra-curricular activities, including those for the able, gifted and talented
- t) Selection & recruitment of staff
- u) Governing body representation and retention
- v) Parents attending consultation meetings

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