



THE **MARSH** ACADEMY

RACE EQUALITY POLICY

The Marsh Academy is committed to an inclusive ethos based on respect for, and celebration of ethnic diversity. The Academy aims to prepare all students for living in a multi-cultural and multi-ethnic society. The Academy will strive to promote race equality in all aspects of the Academy's life and community.

The Academy aims to

- take positive action to eliminate racial discrimination and harassment
- promote equality of opportunity for all members of the Academy community
- promote good relations between people of different racial groups

Cultural and ethnic diversity will be valued in the curriculum, in the Academy workforce, the governing body, the parental and the student body. We aim to ensure that the culture and ethos of the Academy places equal value on the diverse racial faith and ethnic groups, cultural and linguistics heritage represented in our society.

The Marsh Academy acknowledges and values all ethnic and national groups represented in the community, including Gypsies and other Travellers, refugees and asylum seekers.

The Marsh Academy recognises that we live in a multicultural and multi-faith community and we strive to recruit a workforce that reflects this.

The Marsh Academy endorses the recommendations of the Stephen Lawrence Inquiry Report and accepts the definition of racism and institutional racism, included in the Report:

Racism – Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin.

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

The Marsh Academy will ensure that all members of the Academy community will have the opportunity to improve their understanding of race equality and understand their personal responsibility to promote race equality.

September 2009

Governors:

To be reviewed:

ACADEMY POLICIES

All policies will have an explicit aim of promoting race equality and will be reviewed in terms of their contribution and effectiveness in achieving this aim.

CURRICULUM

The Marsh Academy provides a broad and balanced curriculum for all students. The Academy accepts the three principles in the statutory inclusion statement for the National Curriculum:

- setting suitable learning challenges for all students
- responding to students' diverse learning needs
- overcoming potential barriers to learning and assessment for individuals and groups of students

The Marsh Academy recognises that citizenship presents opportunities for encouraging respect for diversity.

The curriculum leaders/HODS/TICS are responsible for ensuring their subject programmes/schemes of work raise awareness of multi-cultural issues and challenge stereotypical views of different racial groups and communities. In the purchase of resources they will ensure that materials reflect and celebrate cultural and ethnic diversity.

TEACHING AND LEARNING

The Marsh Academy strives to ensure that teaching and learning styles include and raise the achievement of all students.

We will ensure that methods of assessment are culturally neutral and do not disadvantage students for whom English is an additional language.

We will ensure that setting and grouping arrangements raise achievement of all students and do not reinforce negative stereotypes or lower the self-esteem of students.

Teachers will actively seek opportunities to introduce activities that demonstrate the value of other cultures and encourage students to discuss race equality.

September 2009

Governors:

To be reviewed:

COMMUNITY CONSULTATION AND PARTNERSHIP

The Marsh Academy is committed to working in partnership with local minority ethnic community groups and promoting racial harmony.

The Marsh Academy will be pro-active in encouraging representation on the governing body to ensure it reflects the ethnic profile of the Academy population and the community.

The Marsh Academy welcomes minority ethnic community and faith groups by inviting them to join in the celebration of cultural and religious aspects and festivals in our Academy.

We will be pro-active in recruiting community volunteers to ensure the Academy's volunteer profile reflect the ethnic profile of the Academy population and the community.

We will take positive action to ensure that communication is accessible to all.

We will ensure that all community groups using the Academy buildings are aware of the Race Equality policy.

RACIAL INCIDENTS

The Marsh Academy will not tolerate any form of racial harassment or abuse.

We accept the definition of a racial incident, as included in the recommendations of the enquiry into the death of Stephen Lawrence:

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

The Academy has a Racial Incidents Policy Procedure. The Principal (or the designated member of staff) is responsible for implementing the procedure and ensuring that all members of the Academy community are aware of, and understand, the policy.

ETHNIC MONITORING

The Marsh Academy will ensure that ethnic monitoring of the student population and the workforce is undertaken positively to ensure equality of opportunity and high achievement for all groups.

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To be reviewed:

The Principal will ensure that all staff involved in recruitment, staff development and admissions receive appropriate training and understand the process and rationale for collecting data on Ethnicity.

The Principal will ensure that data on the ethnic profile of the Academy is used to monitor the impact of policies on students, staff and parents from different racial groups.

MONITORING AND REVIEW

The Marsh Academy is committed to monitoring by racial group:

- Admissions
- Attainment in all curriculum areas
- Option choices
- Attendance
- Racist incidents and action taken
- Selection and recruitment of staff
- Staff development
- Exclusions
- Awards and rewards
- Disciplinary sanctions
- Participation in extra-curricular activities
- Attendance at parental consultation days
- Governing body recruitment and retention

The Principal will assign the responsibility for monitoring and review to the relevant member of staff for each area.

Those designated as responsible for any relevant policy will use the questions provided by the CRE, in the Statutory Code, as a focus for evaluating policies.

REVIEW OF THE RACE EQUALITY POLICY

The Policy will be reviewed annually. As part of the review, action points will be drawn up for the following year and incorporated into the CDP.

RESPONSIBILITY

It is the responsibility of all members of the Academy community to

- Promote race equality and support the implementation of the Race Equality policy, including the Racial Incidents Reporting Procedure
- Behave in a manner which respects and values cultural and linguistic diversity
- Challenge and eliminate racial discrimination, racial harassment and racial abuse

September 2009

Governors:

To be reviewed: