

RACE EQUALITY POLICY

1.0 INTRODUCTION

1.1 Everyone at the Gillford Centre is of equal value and should be treated fairly in life.

1.2 We are aware that people in our society are discriminated against and treated as if they are worth less than others because of their race or culture. We are determined that this will not happen at the Gillford Centre.

1.3 **This policy aims to:**

- promote equality of opportunity;
- promote good relations between members of different racial, cultural and religious groups and communities
- challenge racial discrimination aiming to eliminate unlawful discrimination

2.0 PRINCIPLES

2.1 We are guided by three essential principles:

- Every student should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every student should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

3.0 PROCEDURE

3.1 The Gillford Centre is opposed to all forms of racial discrimination, including those forms that are directed towards religious groups and communities, for example Islam phobia, and against Travellers, refugees and asylum-seekers, and is committed to promoting race equality. All members of the school community are required to respect others' right to enjoy equal opportunities, and as an organisation the school actively promotes a spirit of co-operation and respect between races.

3.2 The Centre will monitor the curriculum, resources and environment to ensure that they reflect the language and cultural needs of all students, irrespective of whether there are any ethnic minority students in the school, or in a particular group. Cultural diversity will be celebrated.

3.3 The Centre recognises that pastoral care and the assessment of special educational needs might be made more complex by cultural and linguistic factors. By ensuring that assessment is culturally sensitive, we will attempt to avoid inappropriate responses to special needs, and we will

use all necessary measures to ensure that parents/carers understand the purpose and implications of pastoral and special needs provision.

- 3.4 Staff recruitment procedures will encourage the appointment and retention of the best candidates, irrespective of ethnic background. Professional development will be provided without racial discrimination.
- 3.5 Racism and racial harassment are not tolerated, and the whole Centre community, including where possible any visitors, will be made aware of this. Any alleged racial incident will be promptly, fully and sensitively investigated and, where students are involved either as perpetrators or victims, their parents will be kept fully informed.
- 3.6 Race will not be a determinant in admission criteria or a factor in transfer procedure. Where an existing procedure is found to be unintentionally discriminatory in practice, the disadvantage will be removed immediately.
- 3.7 The Centre respects the religious beliefs and practices of all staff, students and Parents/carers and complies with all reasonable requests relating to religious observance and practice.

4.0 MANAGEMENT, EVALUATION AND MONITORING

- 4.1 The Gillford Centre collects, studies and uses quantitative and qualitative data relating to the implementation of this policy, and makes adjustments as appropriate. Records of racial incidents are kept and monitored in line with LA procedures.
- 4.2 Overall responsibility for the Gillford Centre's Race Equality Policy rests with the Headteacher in consultation with the Management Committee.
- 4.3 Monitoring and evaluation of this policy will be carried out by the SLT and will report as necessary to the Management Committee.
- 4.4 The policy will be reviewed triennially.

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