

Guiding Principles

We recognise and welcome the duties contained in the Race Relations (Amendment) Act 2000 as it applies to this school. At Balcarras we:

- celebrate the diverse nature of our society;
- are committed to ensuring race equality in all areas of our work;
- are determined to tackle racism in all its forms.

We are opposed to all forms of racism and in order to realise its commitment to race equality, we will take all steps necessary to:

- promote equality of opportunity;
- promote good relations between persons of different racial groups;
- eliminate racial discrimination

Linked Policies

This policy should be read alongside the following policies:

Equal Opportunities Policy
Single Equalities Policy
Behaviour Policy

1. Application

This policy covers all aspects of the work of the school, including:

1.1 The staff:

Recruitment and retention; pay and rewards; training and professional development; performance management; consultation and involvement; grievance and disciplinary matters.

1.2 The pupils:

Admissions and attendance; teaching, learning and curriculum matters; progress, attainment and assessment; personal development and pastoral care; behaviour, discipline and exclusions; racial harassment.

1.3 Other bodies:

Governing body matters; parental consultation and involvement; collaboration with external bodies; contracting arrangements.

2. Responsibilities

2.1 Governing body

2.1.1 Responsibility for this policy and its effective implementation rests with the governing body.

2.1.2 The governing body will:
Adopt and review the race equality policy; monitor and evaluate the operation and impact of the race equality policy; provide the resources and support structures needed to ensure the effective implementation of the policy.

2.2 The headteacher

2.2.1 Under the terms of this policy, the governing body will delegate the day-to-day responsibility for the management of the policy to the headteacher.

2.2.2 The headteacher will:
Ensure the effective implementation of the policy; communicate the policy and its implications to staff, pupils, parents and other bodies; monitor and report on the operation of the policy; take any remedial actions as required.

2.3 Staff

2.3.1 The race equality policy applies to all staff.

2.3.2 Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy such as the investigation of reported incidents of racism or racial harassment.

2.3.3 Staff will be consulted on the implementation of the policy through the normal school procedures.

2.4 Pupils

2.4.1 The race equality policy applies to all pupils.

2.5 Parents/carers and other persons

2.5.1 All parents, visitors, contractors and any other persons are expected to comply with the race equality policy.

3. Training and development

We will review the training the development needs of governors as part of reviewing the race equality policy. The training and development needs of staff

will be considered as part of the arrangements for performance management.

4. Breaches of the policy

Breaches of the policy will be dealt with in accordance with the school's disciplinary provisions.

5. Racist incidents

- 5.1 Racist behaviour will not be tolerated and will be dealt with through the relevant established procedures.
- 5.2 All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to the relevant member of the senior management team.
- 5.3 All pupils will be given clear information for how to report any incident they believe to be racist or to cause offence. All racist incidents are to be reported to the pupil's tutor or Head of House immediately.
- 5.4 Regular reminders about the school's anti-racist stance will be delivered to pupils throughout their time at Balcarras through
 - House assemblies
 - Year 7 Induction Programme
 - Tutor sessions
 - PSHE lessons
- 5.5 All reported racist incidents will be thoroughly followed up by the relevant Head of House. Appropriate sanctions will be applied when all investigations are complete.
- 5.6 We will log all racist incidents on the CPOMS recording facility.
- 5.7 We will monitor the number of racist incidents.

6. Relationship to other policies

- 6.1 The race equality policy applies across all other policy areas, as defined within the scope of this policy.

7. Monitoring and review

- 7.1 We recognise the complex and sensitive nature of ethnic group data, and respect the rights of individuals to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and

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confidential, and its collection and use will comply with the provisions of the GDPR (General Data Protection Regulation) 2018. We recognise that some individuals may be reluctant to record their ethnic group and others may refuse to do so. That is their right.

When this policy was reviewed, an equality impact assessment was conducted to ensure any changes did not have an adverse effect under the terms of the Equality Act 2010. Should you have any comments regarding this policy, please contact the school.