



Equality, Race Equality and Cultural Diversity Policy

Review date: Dec 2020

Next review date: Dec 2021

Staff resp. for review: ARO

Equality, Race Equality and Cultural Diversity Policy

In line with the Race Relations (Amendment) Act 2000, the school wishes to:

- Promote racial equality
- Promote good race relations
- Eliminate unfair racial discrimination

We also wish to:

- Eliminate unfair religious or cultural discrimination
- Promote equality based on faith group, disability and/or sexual orientation
- Eliminate unfair discrimination towards people who are lesbian, gay, bisexual or transgender, or who are disabled

Aims and values of the school

Norbury Manor offers a curriculum, environment and standards, which enable all students to develop their skills, talents and knowledge to the full.

A curriculum which:

- Encourages and values achievement
- Recognises progress of the individual
- Celebrates effort
- Provides the opportunity to experience a variety of knowledge and learning experiences

An environment which is:

- Stimulating and lively
- A friendly, supportive community
- Conducive to hard work

Standards which:

- Value the individual
- Celebrate the achievements of all
- Encourage and respect everyone's culture and creed

Norbury Manor Business & Enterprise College welcomes its duties under the Race Relations (Amendment) Act 2000.

The school is opposed to all forms of racism, and all unfair discrimination, including those forms directed towards religious groups and communities, for example, Islamophobia, and against travellers, refugees and asylum seekers.

We are also opposed to homophobia and all discrimination towards people who are lesbian, gay, bisexual or transgender, or those who are disabled.

We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination
- Actively tackling all forms of discrimination, and promoting equal opportunities and good race relations
- Promoting positive approaches to diversity, valuing and respecting it
- Involving students, parents/carers, all staff, governors and the wider community in developing policies, procedures and practices which tackle racial and other discrimination and promote inclusion
- Monitoring teaching and curriculum development to ensure high expectations of all students and appropriate breadth of content in relation to the school and the wider community
- Encouraging and supporting all students and staff to achieve their best

Our commitment to equality, race equality and cultural diversity involves all members of the school community – students, staff, governors, parents/carers and community members, and it applies to all areas of school life. These areas include:

- Staffing: recruitment, selection and professional development
- Curriculum
- Teaching and learning
- Assessment, student achievement and progress
- School ethos
- Behaviour, discipline and exclusion
- Personal development and pastoral care
- Admissions and attendance
- Partnership with parents/carers and the community

We will:

- Consider the implications for the Equality, Race Equality and Cultural Diversity Policy in planning and developing new policies
- Ensure ethnic background data is kept up to date and is used to monitor attainment and progress of key groups of students
- Use ethnic data to monitor all areas of school life, for example, the take-up of extracurricular activities, exclusions, rewards and sanctions; any pattern of inequality we find will be used to inform future planning so that we can eliminate any racial or other discrimination
- Within our regular review cycle, assess, monitor and evaluate policies and strategies that are relevant to equality, to see how effective they are in eliminating discrimination, promoting equality and good relations between different groups

Our school context

Norbury Manor Business and Enterprise College lies in the Norbury ward of the London Borough of Croydon. Students come from the surrounding northern wards of Thornton Heath, Upper Norwood, Bensham Manor, West Thornton, Broad Green and Selhurst. We also have students from the London boroughs of Lambeth, Merton, Bromley and Lewisham.

Responsibilities

The **governors** are responsible for:

- Ensuring the school complies with the Race Relations (Amendment) Act 2000
- Making sure the Equality, Race Equality and Cultural Diversity Policy and procedures are followed

The **headteacher** is responsible for:

- Ensuring the Equality, Race Equality and Cultural Diversity Policy is accessible and available, and that governors, staff, students, parents/carers know about it
- Making sure the policy and procedures are followed
- Providing governors and staff with regular updates on the policy and its implementation, and providing training on the policy, as necessary
- Clarifying staff responsibilities and providing training and support for them to be able to carry out their responsibilities
- Taking appropriate action in cases of racial or other harassment and discrimination

All **staff** are responsible for:

- Recording and dealing appropriately with racist incidents
- Identifying and challenging racial, cultural, disability-related, religious and sexual orientation stereotyping and bias
- Promoting equal opportunities and good relations between varying races, cultures, religions and viewpoints
- Avoiding and eliminating discrimination against anyone on the grounds of race, colour, language, religion, cultural background, sexual orientation, disability, nationality or ethnic origins (including Travellers, refugees and asylum-seekers)
- Keeping up to date with equal opportunities and discrimination legislation and guidance, undertaking training and other learning opportunities
- Supporting students in their class for whom English is an additional language (EAL)
- Incorporating principles of equality and diversity into all aspects of their work

Parents/carers are responsible for knowing and following the school's Equality, Race Equality and Cultural Diversity Policy. They are expected to support the school in implementing the policy.

Visitors to the school (including contractors) are responsible for knowing and following the Equality, Race Equality and Cultural Diversity Policy.

Racial harassment – guidelines for staff at Norbury Manor Business & Enterprise College

Definition of Racial Harassment:

Any hostile or offensive action against people because of their skin colour, ethnic origins, nationality or cultural background

If a student, member of staff, governor, parent/carer or visitor is being harassed, racially or otherwise, staff should:

- Listen to all people involved in the incident
- Challenge behaviour which is causing offence
- Resolve the issue in such a way that the perpetrator understands why what he/she did is wrong and hurtful
- Report the incident to the head of year (HOY) if a student, and a member of SLT if an adult, for further action as needed, and for recording in the bullying/racism log

The Headteacher can then:

- Inform staff and governors about the nature of the incident and the action that has been taken
- If appropriate, include in the next racial harassment monitoring form for the LEA
- If necessary meet with parents/carers/staff member/governor/visitor to explain what action has been taken

Anti-racist practice

Teachers can promote anti-racist education by:

- Pronouncing names properly
- Using a variety of groups and individuals as examples of good work and positive behaviour
- Using teacher resources which present positive images of diversity
- Holding high expectations of all students
- Challenging racist stereotyping and jokes

Racial harassment can be overt or covert and manifests itself through:

- Physical assault
- Verbal name calling
- Racist jokes
- Racist graffiti
- Racist leaflets
- Racist badges
- Refusing to learn about other cultures or to work with people from diverse backgrounds

The above also illustrate the kinds of discrimination/harassment that can be experienced by an individual or group on the basis of their religion, culture, disability or sexual orientation.

Linguistic diversity

We welcome the diversity of language in our school and we give all languages status and value. We look for opportunities to use our languages to enrich the curricular experience of all our students and we draw upon the expertise of our school community whenever possible.

We recognise the positive role home language has to play in the development of English language learning and in students' cognitive development. Students who speak languages other than English are encouraged to use them in school and, wherever possible, we offer bilingual support for students who are in the earlier stages of learning English.

We encourage early entry for GCSE/A Level where a student not only speaks but also reads and writes their home language. This can be arranged through the Modern Foreign Languages department, and several students each year are entered for these examinations.

Religious observance

We respect the religious beliefs and practices of all staff, students and parents/carers, and comply with all reasonable requests relating to religious observance and practice.

Breaches of the policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and the governing body.

Related policies

This policy needs to be read in conjunction with:

- The Behaviour Policy
- The Attendance Policy
- The Safeguarding Policy
- PSHE Policy
- Equality Information and Objectives
- Code of Conduct

Monitoring, review and evaluation

This policy is linked to the whole school development plan. To review and evaluate this policy for its effectiveness in eliminating discrimination, promoting equality and good relations between different racial, cultural and other groups, we collect, study and use quantitative and qualitative data. Our findings are used to set race equality targets and to inform future action.

An equality impact assessment has been carried out with regard to this policy. There was found to be no significant impact on any group with protected characteristics i.e. this policy does not discriminate against anyone on the basis of disability, gender re-assignment, pregnancy and maternity, race, religion or belief, gender or sexual orientation.

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