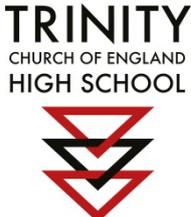


RACE EQUALITY POLICY

	Reviewed by:	Governors' Personnel Committee
	Approved by:	Full Governing Body
	Date approved:	22 nd May, 2019
	Next review due by:	End of 2021/22 academic year

AIM/PURPOSE

Race relations legislation gives public authorities a statutory general duty to promote race equality and gives public authorities practical advice on how to meet the general duty and any specific duties introduced by the Home Secretary. Schools must be able to show that they are meeting such duties.

The aim of this policy is to ensure that all races are treated equally, that the performance of racial groups is monitored and that action is taken to ensure that all students perform to their maximum potential.

GENERAL PRINCIPLES

The general duty states that institutions must have 'due regard to the need':

- ◆ to eliminate unlawful racial discrimination; and
- ◆ to promote equality of opportunity and good relations between persons of different racial groups.

The duty is obligatory and must be applied to all functions that are 'relevant' to race equality. The weight given to a function should be in proportion to its relevance to race equality. The three parts of the duty – eliminating unlawful racial discrimination, promoting equal opportunities and promoting good relations between people from different racial groups – complement each other.

The Home Secretary can place specific duties on the public authorities bound by the general duty.

Race Relations Act legislation says that the governing body of a school must:

- a. prepare a written statement of its policy for promoting race equality (referred to in this article as its 'race equality policy') and
- b. have in place arrangements for fulfilling, as soon as is reasonably practicable, its duties.

Such a body shall

- a. maintain a copy of the statement, and
- b. fulfil those duties in accordance with such arrangements.

It shall be the duty of such a body to

- a. assess the impact of its policies, including its race equality policy, on students, staff and parents of different racial groups including, in particular, the impact on progress and attainment levels of such students; and
- b. monitor, by reference to their impact on such students, staff and parents, the operation of such policies including, in particular, their impact on attainment levels.

RACE EQUALITY POLICY AT TRINITY CHURCH OF ENGLAND HIGH SCHOOL

1. The policy is to be made widely available to students, staff and others.
2. It should be introduced to all students through the PSHE/Tutorial programme in Y7.
3. All analysis of attainment of students seeks to identify the impact of teaching and learning initiatives on the attainment of students from all racial, ethnic, social and gender groups. This will be evidenced by the Analyse School Performance report, OFSTED Inspection and the school's own self evaluation strategies.
4. The results of such analysis to be reported to the Governing Body through the normal cycle of meetings.
5. Analysis of attendance, punctuality and exclusions data seeks to identify the impact of initiatives on students from all racial, ethnic, social and gender groups.
6. Publication of the analysis of results and other data should demonstrate monitoring in terms of race, ethnicity social and gender groups.
7. Allegations of racist behaviour will be investigated, resolved and recorded by a senior member of staff.

MONITORING AND EVALUATION

The policy is to be reviewed by the Leadership Team, presented to the Governors' Personnel Committee and ratified by the Full Governing Body.