



## RACE EQUALITY POLICY

### INTRODUCTION

Thomas's is a group of Christian schools open to children of all faiths. We operate a selective entry procedure. Our aim is to admit to the schools a balance of boys and girls regardless of race, religious views or physical ability. Whilst the ethnic backgrounds of our pupils and teaching staff are predominantly white; we recognise a particular responsibility to promote an understanding of and respect for the diverse and multi-ethnic wider society of London and the country as a whole and to increase admissions from under-represented minority groups.

### AIMS

We wish to foster an environment in which differences are acknowledged in a way which is open, welcoming, enquiring and respectful. We also wish to assist pupils to acquire an appreciation of and respect for their own and other cultures in a way that promotes tolerance and harmony between different cultural traditions. Through our policies and procedures we shall promote equal opportunities and good race relations and eliminate racial discrimination in our schools, whilst continuing to promote and uphold British values.

To ensure that race equality is considered across the school, we shall monitor the following areas to assess the effectiveness of this policy:

- Progress, attainment and assessment
- Behaviour, discipline and exclusion
- Pupils' personal development and pastoral care
- Teaching and learning
- Admission and attendance
- The curriculum
- Relationships with parents and the wider community

### ROLES AND RESPONSIBILITIES

The Principals and Vice Principal are responsible for:

- providing for environments and expectations in the Thomas's schools that actively tackle racial discrimination, promote equal opportunities and good race relations
- ensuring that the schools comply with the amended Race Relations Act 1976 (2000)
- ensuring that the race equality policy and procedures are followed

The Head is responsible for:

- ensuring that the policy is available and that staff, pupils and parents know about it
- ensuring that the race equality policy and procedures are followed
- providing training for staff on the policy if necessary and reporting to staff and principals on the policy's effectiveness
- providing training and support for staff in carrying out their responsibilities
- taking appropriate action in cases of racial harassment or racial discrimination
- working with parents and the wider community to tackle racial discrimination
- ensuring that staff recruitment procedures follow good equal opportunities practice

All members of staff are responsible for:

- recording, reporting and dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping
- promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins
- keeping up to date with the law on discrimination, and taking up training opportunities

## **PROCEDURES**

Each school will appoint an SMSC leader whose responsibilities include:

- promoting good race relations by co-ordinating work in the school and ensuring an environment in which all pupils feel valued
- ensuring race equality is considered and applied in other relevant school policies
- auditing and advising on appropriate resources
- organising and advising on events to celebrate diversity e.g. Black History Month
- cross-referencing curriculum links to opportunities to incorporate a range of ethnic, cultural and religious factors
- monitoring attainment levels and progress of different groups
- monitoring any racist incident
- developing partnerships with parents and community groups

## **MONITORING**

- The Heads will establish data collection systems on the schools-wide MIS to enable assessment of the effects of the policy.
- When reviewing and assessing other policies that are relevant to race equality, the Heads will consider their contribution to promoting good race relations and equal opportunities
- The Registrars will include ethnic data, where given, in the pupils' personal records so that tracking and monitoring of individuals' and groups' progress, attainment, rewards and sanctions can be used to inform planning, set targets and feed into the SIP.
- The Registrars will keep ethnic data, where given, on prospective parents and monitor feedback and follow-up to registration and take up of places.
- The Heads will consider the findings of all monitoring data and use it to inform target setting in the schools' improvement plans.
- This policy will be made available to parents and staff on our website and the Thomas's Learning Platform

**REFERENCES**

This Policy has been informed by:

DfE 'Improving the spiritual moral, social and cultural (SMSC) development of pupils (November 2013 and 2014)

DfE 'The Equality Act 2010 and schools' (May 2014)

The Education (Independent Schools Standards) Regulations (2014)

**See also:**      [Admissions Policy](#), [Equal Opportunities Policy](#), [Inclusion Policy](#)

<b>This policy will be reviewed annually</b>			
Created: April 2010	By:	Jill Kelham Vice Principal	
Latest Review April 2018	By:	Joanna Copland, Vice Principal	Minor changes
Next Review: April 2019	By:	Joanna Copland, Vice Principal	