Race Equality Policy
2020/21

Signature:  
Head teacher

Approval Date: July 2020
Review Date: July 2021
Introduction
The Race Relations (Amendment) Act 1976 & 2000 gives our college a statutory general duty to promote race equality.

The aim of the duty is to:
● eliminate unlawful racial discrimination;
● promote equal opportunities;
● promote good relations between people of different racial groups.

West Somerset College welcomes its duties under the Race Relations (Amendment) Act 2000. We value ourselves as unique human beings capable of spiritual, moral, intellectual and physical growth and development.

The Social Context of our College

Geographical Location
West Somerset is located in West Somerset in the seaside town of Minehead.

The ethnic composition of our College
West Somerset College is the only secondary college serving the district of West Somerset. The 600km² catchment area includes two thirds of the Exmoor National Park and part of the Quantock Hills of outstanding natural beauty as well as the coastal towns of Minehead and Watchet. West Somerset is in a predominantly semi-rural white area. The ethnic composition of pupils and staff at our college reflect the surrounding area.

West Somerset College Values

West Somerset College’s core values of ambition and respect underpin all that we do at the college to ensure that everyone achieves.

Purpose

This policy reflects our belief in a cultural diversity that embraces individuals and promotes community spirit. It is in keeping with our beliefs that, through our values and curriculum, we will prepare our students for a richly diverse society. It furthers our aim to promote equality of opportunity and good race relations, and to eliminate any form of racial discrimination and prejudice against students, parents, carers, staff, visitors and the wider community served by the college.

It recognises the context of our college and covers members of all ethnic and national groups represented in our college community. However, our policy recognises the importance of understanding and appreciating cultural diversity beyond the limits of our immediate college community and local area.

Using a whole-college approach, we will ensure the following:

● We do not inadvertently discriminate.
● We will achieve this through monitoring and reviewing our practice, planning opportunities within the curriculum for promoting good race relations and dealing with racist incidents effectively.
• We will implement our strategies for dealing with racist incidents according to guidance provided by the local authority, and in accordance with known best practice for supporting all students, parents, carers, staff and visitors to the college.

We aim to achieve these by:

• respecting and valuing diversity;
• providing a safe and secure environment;
• being ambitious by delivering a challenging and exciting curriculum through high quality teaching;
• sharing everybody’s achievements and celebrating their successes;
• Involving the college and the wider community in respecting and caring for one another and the whole world around us.

Guiding Principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

• Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
• Every pupil 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 pupil 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.

Relationships

We value and respect others for themselves, not only for what they have or what they can do for us. We value relationships as fundamental to the development and fulfilment of ourselves and others, and to the good of the community.

On the basis of these values, we:

• care for each other and exercise goodwill in our dealings with them;
• show others they are valued;
• earn loyalty, trust and confidence;
• work cooperatively with each other;
• respect the privacy and property of each other;
• resolve disputes peacefully.
Roles and Responsibilities of the Headteacher, other staff and Governors

The **Headteacher** will ensure that:

- The curriculum promotes positive attitudes to ethnic and cultural diversity, and challenges racism
- The college recognises the importance of language to a person’s sense of identity and belonging
- Appropriate methods of communication are used to enable all staff, pupils, parents and governors to understand their rights and responsibilities in relation to race equality
- All staff are informed of their responsibilities and receive appropriate training and support to deal effectively with racist incidents, racism, racial harassment, prejudice and stereotyping
- All racist incidents are investigated and recorded on myconcern for future monitoring and reporting.
- A sensitive and structured system of support is available to victims of racism, racial discrimination, racial incidents and racial harassment
- The college has clear procedures and follows recommended model procedures for dealing with perpetrators of racist incidents
- Immediate action is taken to remove racist graffiti from all college property
- Active links are established with external organisations dealing with racist incidents and racial harassment

All **staff** are expected to:

- Report all racist incidents to the DSL and on myconcern
- Actively and positively promote racial equality and good race relations
- Avoid any form of racial discrimination
- Follow the college guidelines for dealing with perpetrators of racist incidents and secure appropriate support for the victims
- Address racist incidents that are reported to them following agreed procedures stated in this policy, the Positive Behaviour, and Anti-Bullying policies
- Ensure that they are well informed on race relations legislation

The **governing body** will:

- Annually review the college Equalities Policy and Race Equality Policy
- Where appropriate review the termly data returns to the LA and consider issues and actions arising
- Monitor and follow up any racial incidents reported by the Headteacher
- Encourage parents, carers and staff from all ethnic groups when recruiting to the governing body
- Apply the principles of best value without discrimination when purchasing goods and services
- Monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans
The governing body expects all members of the college community to be committed to this policy, and that visitors will comply with it. It accepts responsibility for ensuring that this policy is implemented in every aspect of college life. If there is a breach of the policy, the college will take appropriate action. This may include the following:

- In the case of pupils breaching the policy, staff dealing with the incident will record the incident on myconcern, the perpetrator will be dealt with in accordance with the behaviour policy.
- In the case of staff breaching the policy, the relevant procedures outlined in the managing allegations against staff policy will be instigated.
- In the case of parents, visitors or contractors breaching the policy, they will be reminded of the college’s commitment to race equality and be requested to leave the college premises.

**Religious Observance**

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

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