



Racial Equality Policy

Introduction

At The British Embassy Study Group, we are committed to the promotion of equality of opportunity for all, including people from different racial, ethnic, ethnic, cultural and religious backgrounds. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

This policy reflects the general and specific duties on schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000.

The general duty requires us to have due regard for the need to:

- eliminate racial discrimination
- promote equality of opportunity
- promote good relations between people of different racial groups.

The specific duties require us to:

- prepare a written policy on racial equality
- assess the impact of our policies, including this policy on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of these pupils
- monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such pupils.

Aims and Objectives

At the British Embassy Study Group we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this by:

- Creating an ethos in which pupils and staff feel valued and secure;
- Building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their relationships of others;
- Having consistent expectations of pupils and their learning;
- Ensuring that we use of variety of teaching styles that take into account the learning needs of all our pupils;
- Consultation with parents/carers.
- Making clear to our pupils what constitutes aggressive and racist behaviour;
- Identify clear procedures for dealing with incidents of racist behaviour.

Teaching and Learning Styles

We aim to provide all our pupils with the opportunity to succeed and reach the highest level of personal achievement. To do this, teaching and learning will:

- Ensure equality of access for all pupils and prepare them for life in a diverse society
- Use materials that reflect a range of cultural backgrounds without stereotyping and promote positive values that will challenge racist behaviour
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seek to involve all parents in supporting their child's education
- Provide educational visits and extra-curricular activities that reflect all pupil groupings
- Take account of the performance of all pupils when planning for future learning and setting challenging targets
- Make best use of all available resources to support the learning of all groups of pupils.

Racial Harassment Incidents

Any incident of racial harassment is unacceptable at the British Embassy Study group. Incidents could take the form of physical assault, verbal abuse or damage to a pupil's property. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- Stop the incident and comfort the pupil who is the victim:
- Reprimand the aggressor and inform the victim what action is to be taken
- Report the incident to the Head teacher and complete an incident form, which is kept in the Racial Abuse Log in the Head teacher's office.
- The Head teacher will inform both sets of parents.

The Role of the Governors

The Governing Body is committed to promoting race equality and will ensure that all members of the school community are treated fairly and that due regard is given to the promotion of racial equality within the school.

The Role of the Head teacher

It is the Head teacher's role to ensure all staff are aware of the School's Racial Equality Policy and implement it. The Head teacher promotes the principle of racial equality and equal opportunity when developing the curriculum, and promotes respect for other people in all aspects of school life. Any incident of racism is treated with due seriousness.

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