
WISE ACADEMIES RACIAL EQUALITY POLICY



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Wise Academies is opposed to all forms of racial discrimination, and is committed to promoting race equality. All members of the academy community are required to respect others' right to enjoy equal opportunities, and as an organisation our academies actively promotes a spirit of co-operation and respect between races.

The effects of this policy will be monitored constantly, and reviewed annually, on or before September of each year.

The Head Teacher will be responsible for the day-to-day conduct of the policy. Failure to comply with the policy will result in disciplinary procedure if the person involved is employed by the school; if the person involved is a member of the school community, but not employed by the school, appropriate action will be taken which may include preventing a parent / carer from entering the academy site.

A significant measure of the success of this policy will be the attainment and progress of pupils of all ethnic backgrounds. In order to monitor this, the following information will be gathered and reviewed, taking into account the ethnic background of the pupils:

- o enrolment
- o attendance
- o attainment, both on enrolment and subsequently
- o special educational needs.

Where apparent disparities are identified, the school will attempt to remedy the situation by raising the standards of the under-achieving group.

The school will monitor the curriculum, resources and environment to ensure that they reflect the language and cultural needs of all its pupils. Irrespective of whether there are any ethnic minority pupils in the school, or in a particular group, cultural diversity will be represented and celebrated.

The school recognises that pastoral care and the assessment of special educational needs might be made more complex by cultural and linguistic factors. By ensuring that assessment is culturally sensitive, we will attempt to avoid inappropriate responses to special needs, and we will use all necessary measures to ensure that parents understand the purpose and implications of pastoral and special needs provision.

Staff recruitment procedures will encourage the appointment and retention of the best candidates, irrespective of ethnic background. Professional development will be provided without racial discrimination

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The school requires the highest standards of behaviour from all its pupils, and will exercise its disciplinary procedures fairly and without prejudice.

Racism and racial harassment are not tolerated, and the whole school community, including where possible any visitors, will be made aware of this. Any alleged racial incident will be promptly, fully and sensitively investigated and, where pupils are involved either as perpetrators or victims, their parents will be kept fully informed.

Race will not be a determinant in admission criteria or a factor in transfer procedure. Where an existing procedure is found to be unintentionally discriminatory in practice, an attempt will be made to remove the disadvantage.

All reasonable attempts will be made to ensure that the governing body matches the ethnic composition of the area the school serves.

WISE Academies believes:

- that all its members should respect each other whatever their religion or racial background
 - that racist behaviour and racial discrimination are not to be tolerated
 - that knowledge and awareness of a variety of cultures is a useful preparation for life in contemporary society
 - that cultural diversity should be celebrated.
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