

Marden Bridge



Middle School

Believe, achieve, succeed.

Racial Equality Policy

MBMS Racial Equality Statement

Marden Bridge Middle School will aim to:

- promote race equality throughout the whole school
- promote good race relations at all times
- challenge racial discrimination

Marden Bridge Middle School adopts the North Tyneside Council principles in relation to the definitions and access, (See Part 1 Appendix (A) of guidelines and follows the actions required under the Race Relations Amendment Act – see Part 1 Appendix B).

Black and other minority ethnic people, including refugees, gypsies and travellers, have historically faced discrimination in all areas of their life.

Discrimination has often been justified on the grounds of colour, religion, race, national origins, leading to racist attitudes and practices.

Marden Bridge Middle School is committed to do all in its power to eliminate racism and racial discrimination, either direct or indirect in every area of its responsibilities.

Marden Bridge Middle School recognises that Black and other minority ethnic communities are not homogenous. Different communities and individuals in these communities have differing needs. Marden Bridge Middle School recognises that needs should not be defined by stereotyping or presumptions.

Leadership, Management and Governance:

- Marden Bridge Middle School is committed to establishing clear guidance
- Race Equality policy implementation throughout the school

In order to do this we will:

- be proactive in promoting racial equality and good race relations and tackling unlawful racial discrimination
- encourage, support and enable all pupils and staff to reach their full potential
- work in partnership with parents and the wider community to tackle racial discrimination and establish, promote and disseminate racial equality good practice ensure that all governors, staff, visitors, pupils and parents adhere to the policy.

The school will also ensure that the following responsibility areas are fulfilled:

The Governing Body will:

- ensure that the school complies with the Race Relations legislation, including their general and specific duties
- ensure that the policy and its related procedures and strategies are implemented
- give details of the governor who has lead responsibility for racial equality

The Headteacher will:

- along with the governing body, ensure that the policy and its related procedures and strategies are implemented
- ensure that all staff are aware of their responsibilities under the policy and are given appropriate training and support so that they can fulfil their responsibilities
- take disciplinary action against staff or pupils who racially discriminate

The school will ensure that the Headteacher will provide:

- details of the person responsible for co-ordinating racial equality work
- details of the person responsible for dealing with reported incidents of racism and racial harassment

The school will ensure that all staff know how to:

- deal with racist incidents, and know how to identify and challenge racial bias and stereotyping
- proactively not discriminate on racial grounds
- keep up to date with race relations legislation by attending training and information events organised by the school or LEA or other providers

The school will ensure that teaching staff:

- ensure that pupils from all racial groups have full access to the curriculum
- promote racial equality and diversity through teaching and through relations with pupils, staff, parents and the wider community.
- comply with schools Race Equality policy

The school will ensure that visitors and contractors:

- comply with the school's race equality policy.

The school will ensure that the pupils:

- will respect and value one another
- will respect and value differences of each other within the school and wider community

- who are victims of bullying are supported and counselled
- who are perpetrators are challenged and supported to change their behaviour
- understand that anti-social behaviour will not be tolerated

Monitoring and Assessment

Marden Bridge Middle School will carry out its duties in relation to assessing and monitoring the impact of the policies on pupils, staff and parents from different racial groups through the school's planning and review processes. Relevant areas include:

a) Policy planning and development

- building race equality impact assessment into all policy development and planning processes
- consulting and involving pupils, parents and others in development and planning processes
- using policy evaluations and auditing tools (e.g. Learning for All) to identify specific race equality targets and action
- incorporating race equality targets into relevant strategic plans

b) Ethnic monitoring

- using ethnic monitoring data to monitor the attainment and progress of pupils and to set targets for removing any identified disparities between different groups of pupils
- ensuring that ethnic monitoring data on admissions, attendance, exclusions, sanctions and rewards will be used to inform planning and decision making.

c) Reviewing and evaluating policies

- regularly reviewing, monitoring and assessing all policies and strategies for their effectiveness in (1) eliminating racial discrimination (2) promoting racial equality and (3) promoting good race relations
- building racial equality questions into school self-review and evaluation frameworks
- using the results of reviews and assessment to inform planning and decision making.

d) Publishing the results of monitoring and assessments

- the methods used to publish the results of impact assessments and monitoring
- information made available to different members of the school community
- steps taken to ensure that information cannot be used to identify individuals

Implementing the policy

Marden Bridge Middle school will implement its policy by establishing:

- strategic plans that will be used to implement the policy
- mechanisms that will be used to monitor the policy, and to review and evaluate its effectiveness
- a plan for regularly reviewing the policy and by developing a racial equality action plan in order to incorporate racial equality into all aspects of school life

Training and Development

The school will:

- develop a training strategy which includes providing regular training and support for all staff and governors so that they understand how to implement the requirements of the positive duty
- establish methods that will be used to train and develop staff and governors
- monitor and evaluate the effectiveness of training

Communicating and Promoting the Policy

The school will:

- publish the policy and provide copies to all staff and governors. It will also record in the School Prospectus and Annual Report to Parents details of the School's Policy and how to acquire a copy.
- the school will also ensure that the policy is available in alternative formats upon request.