

Bishop Hedley RC High School

Ysgol Uwchradd Gatholig Esgob
Hedley

Equal Opportunities Policy

Equal Opportunities Policy



Bishop Hedley's policy is informed by the school's Catholic ethos.

Equality of Race and Opportunity at Bishop Hedley High School

General Statement of Policy

The Governors of Bishop Hedley are aware that as long ago as 1979 the Bishops Conference of England and Wales said:

'Through a long and constant process Britain has become irreversibly a multi-racial, multi-cultural society.'

Governors note that this is true within our Archdiocese of Cardiff. For many years groups from all parts of Europe and the nations of the world have come to settle in Swansea and its environs, bringing with them all that is most precious, their families, their customs and their way of life. Within the Church this diversity is not a basis for division. The underlying and overriding principle of our faith is Jesus Christ binds us together in love, understanding and mutual enrichment.

'You are, all of you, sons of God through faith in Christ Jesus. All baptised in Christ, you have all clothed yourself in Christ and there are no more distinctions between Jew and Greek, slave and free, male and female, but all of you are one in Christ Jesus.'

(Galatians 3: 26-29)

The Gospel itself leaves us in no doubt that our belief in its values should place us in the forefront of the movement for racial justice and harmony.

Governors and all who work at Bishop Hedley are aware of the need to review continuously, policy and practice in the matter of equality of race and opportunity. Otherwise, it is all too easy to fall into a type of 'racism by default': the unspoken assumption is made that all pupils in the school share the same background and cultures. When this assumption permeates the curriculum and organisation of the school, alienation and disaffection readily set in among pupils of minority ethnic groups.

Governors and staff understand the definition of institutional racism as: -

'The collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtless and racist stereotyping, which disadvantages minority ethnic people.'

And will be alert so as to ensure this does not occur.

The school is opposed to all forms of racial prejudice and discrimination. Language or behaviour which is racist or potentially damaging to any ethnic or racial group will not be tolerated. The school adopts the definition of a racist incident as being '*any incident which is perceived to be racist by the victim or any other person.*'

Aims

At Bishop Hedley we aim to tackle racial discrimination and actively promote race equality and good race relations in all areas of school life.

To achieve this aim we:

- assess and monitor pupil progress and attainment, tracking individual and ethnic groups where applicable and taking appropriate action;
- deal with all behaviour and discipline issues with regard to the individual;
- monitor each pupil's personal development and provide support where necessary;
- take regard of cultural differences in ways of teaching and learning, providing full access to the curriculum;
- our admissions criteria will not detrimentally affect any racial or ethnic group;
- monitor attendance and take appropriate action where necessary; we will recognise pupils' right to take time off for religious observance;
- have equal opportunities in staff recruitment and professional development and membership of the governing body;
- promote a partnership with all parents, providing translators and interpreters when necessary.

LEADERSHIP, MANAGEMENT AND GOVERNANCE

Bishop Hedley School is committed to:

- being proactive in promoting racial equality, harmonious race relations and tackling racial discrimination;
- encouraging, supporting and enabling all pupils and staff to reach their potential;
- working in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice and tackle racial discrimination ensuring that our Equal Opportunities policy is followed.

RESPONSIBILITIES

The Governing Body

It is the Governing Body's responsibility to:

- ensure that the school complies with the latest Race Relations legislation;
- ensure that the school's policy and its procedures and strategies are carried out;
- scrutinise the recording and reporting procedures at least annually;
- be involved in dealing with serious breaches of the policy.

The named governor for race equality issues is Mrs J Gomes.

The Headteacher

It is the Headteacher's responsibility to:

- implement the policy and its strategies and procedures;

ensure that all staff are aware of their responsibilities and are given appropriate training and support, take appropriate action in any cases of racial discrimination;

deal with reported incidents of racism or racial harassment in line with LA guidance; this includes reporting racist incidents on the Racist Incident Monitoring Form;

ensure that visitors and contractors are aware of, and comply with the school's policy;

report progress to governors annually.

In discharging their responsibilities, the Headteacher is assisted by the Senior Leadership Team.

The named person for racial incidents is Mr G Maher, Deputy Headteacher, and Mr J Caple in respect of contractors.

Subject Leader for Religious Education

The Subject Leader for Religious Education will ensure that RE lessons and the Programme of Study fulfil the requirements of the Curriculum Directory of the Catholic Bishops of England and Wales. In so doing, this will ensure that there is a fidelity to the Catholic Tradition which recognises, values and respects truth and goodwill in other Faiths.

The Subject Leader for Religious Education is:
Mrs S Hopkins

Director of Teaching Personal and Social Education

The Director of Teaching for PSE will ensure that race and cultural diversity issues are addressed in the implementation of the PSE Framework throughout the school, developing attitudes and value which promote understanding of diversity and equality and which challenge racism.

The Director of Teaching for PSE is:
Mrs E Walters

All Staff

It is the responsibility of all staff to:

deal with racist incidents according to our policy. This means assessing severity and context, taking opportunity to explain to pupils the wrongfulness and what it feels like to be the victim of such an incident, implementing the good conduct code, seeking senior management help as necessary and ensuring the incident is reported.

identify and challenge racial bias and stereotyping within the curriculum and in the school's culture;

promote racial equality and good race relations and not discriminate on racial grounds;

promote an inclusive curriculum which reflects the multi-ethnic nature of society;

keep up to date with race relations' legislation by attending relevant training and accessing information from appropriate agencies.

Breaches of the Policy

Involving Pupils

The incident will be discussed with pupil(s) and the appropriate action taken according to the school's code of conduct.

Involving staff and governors

The incident will be discussed with the Headteacher and the member of staff will be reminded of the policy and how it should be implemented.

Serious breaches will be dealt with in accordance with the school's grievance procedures and Local Authority racial harassment guidelines.

Involving other people, including parents

The incident will be discussed with the headteacher in a meeting and the person concerned will be made aware of the breach of policy and reminded about its implementation. If this is not possible a letter will be sent from the headteacher to the person involved regarding the incident.

In the case of serious breaches then the incident will be reported to the Governing Body and the LA. If necessary, the police will be informed too.

POLICY PLANNING AND REVIEW

Policy planning and development

In the planning and development stage of curriculum policy-making, Directors of Teaching and Directors of Learning will assess the possible impact on racial equality.

The impact of the policy on race relations will be evaluated with staff through discussion of the data collected.

Race equality targets in terms of pupil attainment will be incorporated into the School Development Plan.

Ethnic Monitoring

Each pupil's progress is monitored. The resulting data is divided into ethnic groups, so that the attainment and progress of the groups can be monitored.

The data thus collected is used to inform further school planning and decision-making.

Reviewing and assessing policies

The effectiveness and impact of measures to eliminate racial discrimination, promote racial equality and good race relations are evaluated in the regular reviewing of policies.

The effectiveness and impact of measures to eliminate racial discrimination, promote racial equality and good race relations are considered when carrying out school self-review and evaluation and the outcome is used to inform decision-making.

Making the results of monitoring and assessments available

The results of the monitoring will be sent to the LA on the appropriate forms within the time schedule agreed.

IMPLEMENTATION OF THE POLICY

The policy will be implemented by all members of the school. It will permeate through all other policies.

All staff and Governors will have a copy of the policy. Additional copies of the policy will be available for parents, other stakeholders on request and published on the school's website. If translated copies of the policy are needed, the school will make the appropriate arrangements as far as possible.

As with all other policies operating within the school, this equal opportunities policy will be the subject of continuous review and evaluation. Comments and contributions from all interested parties will be welcome and will be considered if there is a perceived need to adapt this policy. This will take place as part of the policy review process.

TRAINING AND DEVELOPMENT

As far as possible training will be made available to Governors and to staff as part of their continuing professional development.

The training may be courses for individuals, groups or for the whole staff/whole governing body.

**

Copies of this policy are available on request.

Autumn 2014

Signed:

Policy Review Date: Autumn 2016