

## **Race Equality Policy**

Boundary Oak School is committed to racial equality for all pupils and employees of the School. We aim to ensure that the environment is supportive, where all individuals are treated with courtesy and respect and their contribution to the learning process is valued. We aim to create and maintain the conditions whereby pupils and staff are treated solely on the basis of their merits, abilities and potential, regardless of ethnic or national origin.

The School will work towards ensuring that this commitment applies to all areas of its provision including where its collaborative partners deliver learning on behalf of the School. Boundary Oak will ensure that any partners we work with meet or are working towards relevant legislation. The School will take all reasonable steps to prevent discrimination from occurring including raising awareness in pupils and staff of the significance of the policy and what is expected of them while they study or work at the School.

### **Relevant Legislation**

This policy has been written with regard to the Race Relations Act 1976, the Race Relations Act Amendment 2000 and the Duty to Promote Racial Equality 2002. Boundary Oak will seek to reflect the values of a multicultural community within its culture and day-to-day work. It has a responsibility to promote good race relations and to ensure that all members of the School, and those who come into contact with it, are treated with dignity and respect.

The general duty, outlined in the Race Relations Act Amendment 2000 requires the School to have due regard to the need to:

1. eliminate racial discrimination;
2. promote equality of opportunity; and
3. promote good relations between people of different racial groups.

The Commission for Racial Equality's Code of Practice has established guiding principles, which govern public authorities (schools, FE and HE institutions), these are:

- i. Promoting race equality is obligatory for all public authorities
- ii. Public authorities must meet the duty to promote race equality in all relevant functions
- iii. The weight given to race equality should be proportionate to its relevance.
- iv. The elements of the duty are complementary (which means they are all necessary to meet the whole duty under the Race Relations Act Amendment 2000)

### **Policy**

The School will:

1. ensure the requirements of relevant legislation related to race relations are met through regular monitoring.
2. not discriminate against any individual in its publicity, recruitment, application process, offer of a course, employment or access to resources.
3. be proactive in promoting and maintaining a conducive learning environment for all and in raising awareness among all staff and pupils of what is expected of them whilst they study, work or play at the School.

4. implement effective policies and procedures throughout the School for dealing with harassment of pupils and staff.
5. implement effective processes for monitoring the harassment of pupils and staff via the complaints and disciplinary procedures.
6. implement effective monitoring procedures for other aspects of this policy.
7. amend this policy and associated documentation in the light of further legislation and other requirements.

The Headmaster should be informed of any irregularities within this policy immediately.

Stephen Symonds

JULY 2011