



Race Equality and Cultural Diversity Policy

Newbury Academy Trust

July 2018

Race Equality and Cultural Diversity Policy

1. Introduction

- 1.1. "Academy", "Academy Trust" all refer to Newbury Academy Trust, Love Lane, Newbury, Berkshire, RG14 2DU. School refers to one of the three schools within the Newbury Academy Trust, Trinity School, Love Lane, Newbury, Berkshire, RG14 2DU; Fir Tree School, Fir Tree Lane, Newbury, Berkshire, RG14 2RA; Speenhamland School, Pelican Lane, Newbury, Berkshire, RG14 1NU.
- 1.2. The term Governor refers to both Full Governing Body Trustees and Local Governing Body Governors.

2. Legal Duties

- 2.1. The Trust welcomes its duties under the Race Relations Amendment Act (2000).
- 2.2. We are committed to promoting equality of opportunity, promoting good relations between members of different cultural and religious groups and communities, eliminating all forms of unlawful discrimination.

3. Guiding Principles

- 3.1. In fulfilling our legal duties listed above we are guided by three essential principles:-
 - Every pupil should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life in education
 - Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change and that is receptive and respectful towards other identities
 - Every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society and in the wider context of an interdependent world.

4. The full range of school policy and practice

- 4.1. We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:
 - pupils' progress
 - attainment and assessment
 - behaviour, discipline and exclusions
 - pupils personal development and pastoral care
 - teaching and learning
 - admissions and attendance
 - the content of the curriculum
 - staff recruitment and professional development
 - partnerships with parents and communities.

5. Addressing racism and xenophobia

5.1. The Trust is opposed to all forms of racism and xenophobia including those forms that are directed towards religious groups and communities. The Trust is also opposed to any form of discrimination (refer to equal opportunities policy).

6. Responsibilities

6.1. The Governing Body is responsible for ensuring that the Trust complies with the legislation and that this policy and its related procedures and strategies are implemented. The Headteacher of each school in the Trust is responsible for implementing the policy, for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in the cases of unlawful discrimination. All staff are expected to deal with racist incidents that may occur and to know how to identify and challenge racial and cultural bias and stereotyping. They support pupils in their classroom, EAL and to incorporate the principals of equality and diversity into all aspects of their work.

7. Information Resources

7.1. We ensure that the content of this policy is known to all staff and Governors and also, as appropriate, to all parents and pupils.

8. Religious Observance

8.1. We respect the religious beliefs and practice of all staff, pupils and parents and comply with all reasonable requests relating to religious observance and practice.

9. Breaches of this policy

9.1. Breaches of this policy will be dealt with in the same way as breaches of other policies as determined by the Headteacher and Governing Body. Any adult who becomes aware of a racist incident should report it to the appropriate Headteacher who will record the incident appropriately.

10. Monitoring and Evaluation

10.1. Appropriate data relating to ethnicity and gender will be collected and used to review the schools progress over time in comparison with other schools and to identify areas for improvement and development. This will include statistical information about attainment and pupils' experience.

Authorised by	The Board of Trustees
Date	11 th July 2018
Effective Date of the Policy	11 th July 2018
Effective Date for Review	July 2020