



Tamworth Enterprise College

Race Equality Policy

Adopted and ratified by the Governing Body of on:	
Policy to be reviewed on:	
As defined by the AET Governance and Accountability Framework (ARCI)	AET Board
Accountability:	
Responsibility	

Policy content

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1. POLICY STATEMENT

1.1 Tamworth Enterprise College (TEC) is committed to the promotion of equality of opportunity for all including people from different racial, ethnic, cultural and religious backgrounds. The Academy respects and values the linguistic, cultural and religious diversity which exists in the wider community. TEC considers that all manifestations of racism are wholly unacceptable and will act positively to eliminate racial discrimination where it occurs. Staff will take prompt, effective and systematic action to deal with all racist incidents and to identify and address racial, ethnic, cultural and religious inequalities.

1.2 TEC is committed to challenging attitudes that promote racial discrimination, ensuring respect for all and preparing all pupils for life in a culturally diverse society.

1.3 TEC is also committed to promoting good relations between people of different racial, ethnic, cultural and religious groups and will enable every pupil to:

- i. participate in a curriculum that takes full account of the richness and variety of the world's racial, ethnic, cultural and religious groups and develop understanding of some of the main causes of global inequality, disadvantage and poverty;
- ii. recognise and challenge racism, racial discrimination and stereotyping;
- iii. develop the knowledge and understanding, skills and attitudes necessary for life in Britain's multi ethnic society and as global citizens in an increasingly interdependent world.

1.4 TEC believes that these commitments are as important in the context of an Academy with limited ethnic diversity such as ours, as in schools with a more ethnically diverse population.

2. ROLES AND RESPONSIBILITIES

2.1 It is the responsibility of the **Governing Body** to establish a policy and procedure for race equality and to monitor the effects of the procedure.

2.2 It is the responsibility of **the Principal** to promote equality of opportunity for all including people from different racial, ethnic, cultural and religious backgrounds and to challenging discrimination.

2.3 It is the responsibility of all **staff** to familiarise themselves, and comply, with this policy and procedure in accordance with relevant professional standards.

2.4 This policy needs to be used in conjunction with TEC's Anti-Bullying Policy and Equality and Diversity Policy

3. MONITORING AND REVIEW

3.1 The Vice Principal (R Lobo) will report on the policy and procedure to the Principal as appropriate.

3.2 The Principal will report to the Governors' Quality of Provision Committee on any relevant aspects of the working of the policy and procedure as appropriate.

3.3 The Governing Body will review the policy and procedure every two years.

4. PROCEDURE

4.1 TEC 's commitment to race equality will be demonstrated through:

- i. fostering respect for all groups and individuals, within the context of Human Rights;
- ii. promoting positive non-discriminatory behaviour;
- iii. ensuring appropriate support for isolated individuals of different ethnic groups within the school;
- iv. ensuring high expectations of all;
- v. ensuring representation of a wide range of heritages within our curriculum and school community;
- vi. encouraging links with the wider community.

4.2 TEC recognises that it is the responsibility of every member of the Academy community to ensure that this ethos is actively and consistently reflected in its practice. The Academy will systematically assess, evaluate and constantly review the impact of its policies and practice on the life, attitudes and achievement of all groups and individuals amongst its pupils and staff.

4.3 TEC will use the following guidance and documentation:

- Race Relations (Amendment) Act 2000;
- Code of Practice on the Duty to Promote Race Equality 2001, issued by the Commission for Racial Equality (CRE);
- Framework for a Race Equality Policy for Schools (CRE 2002);
- The Equality Act 2010.