

Part 1: Duty to promote race equality

The notions of race equality are enshrined within our core aims and values at Crown Hills. The Race Equality policy is additional exemplification and should be read in conjunction with those aims and values detailed previously.

Under the Race Relations (Amendment) Act 2000 we need and are committed to

- 1) promote racial equality
- 2) promote good race relations
- 3) eliminate unlawful racial discrimination.

Health Warning: It is our intention to pursue this policy actively and enthusiastically, but we will not be able to give a guarantee that all elements will be in place from day one. The Race Equality Policy is one of many policies and practices that will help to make Crown Hills an excellent place for all of its community to achieve success. The time given to it has to be proportionate to all other areas of importance.

Part 2: Steps taken in developing our Race Equality Policy

1. In the first instance the Principal led on the development of the policy.
2. The race equality policy covers the school's aims and values, arrangements for policy planning and review, and for implementation of the policy.
3. The Principal established a working group (The Race Equality Policy Working Group or REPWG) of staff and governors to support the development of the policy.
4. The Principal (or REPWG) audited current policies, procedures and practices to assess how the school is addressing issues of racial discrimination. The Young Gifted & Equal document was useful for this purpose
5. The Principal (or REPWG) produced a Race Equality Policy and Race Equality Action Plan, which included objectives determined from the policy.
6. The Race Equality Policy/Action plan included process for implementation, monitoring and review.
7. The Principal (or REPWG) discussed the feedback from the consultation and agreed a further draft to be put to the Governing Body. Once agreed, the policy was communicated to the school community.

8. The Governors and Senior Leadership Team will institute an annual evaluation of the impact of Race Equality Policy/Action plan to be taken at a formally constituted Governors Meeting.

Part 3: The Policy

Section 1: What kind of school are we?

Crown Hills Community College (CHCC) is an over-subscribed LEA, community comprehensive school of some 1200 school students aged between 11-16. It serves an inner city area of Leicester and is blessed with a very ethnically diverse population. The school is regarded as one of the most improved schools in the country by OFSTED and, therefore, our students are gaining increasing access to high achievement. However, we are still at an infancy in developing academic monitoring procedures and there remains much to be done. The staff and governors increasingly reflect the ethnic composition of the community. There are few recorded racist incidents in school, but we are aware of the issue in the community at large.

Section 2: Aims of the race equality policy

Our race equality policy builds on the school's core aims, values and ethos as outlined in our "Aims and Values" in our website. Key Aims & Values with respect to the REC are:

AIMS

- We aim to foster good relationships amongst the students themselves and between students and staff.
- We aim to develop confident, caring and competent citizens.
- We, the Principal, Staff and Governing Body at Crown Hills Community College, declare themselves to be unequivocally opposed to racism and any discrimination to which it gives rise, and wish to state that instances of racist behaviour will be subject to disciplinary procedures whenever they arise. Contact the College to see the Anti-Racist Policy.
- We declare ourselves to be fully supportive of the City Council on Equal Opportunities.
- (Unwritten for staff) - Treat children as you would want your own treated.

VALUES

We wish to make clear just what we believe Crown Hills stands for. Teachers, Governors and Parents have agreed the following values that we think are central to our continued success. Crown Hills Community College exists to provide top quality education for the catchment area that it serves. We believe that it will best do that by:

(1) Making sure that the education it provides is relevant to the needs and aspirations of that community and the individuals within it.

(2) Recognising, celebrating, respecting and building on the cultural diversity of our

community.

(3) Making sure that all users feel welcome and valued as a vital first stage to being able to take full part in the education that we provide.

(4) Finding ways of dealing with problems and complaints in a constructive and friendly manner.

Section 3: Leadership and Governance

The school (governors, headteacher, staff, pupils and visitors) is committed to:

- being proactive in the promotion of racial equality,
- encouraging, supporting and enabling pupils/staff to reach their full potential,
- working in partnership with parents/wider community to tackle racial discrimination
- ensuring all staff, pupils and parents adhere to the policy as much as is humanly possible.

The Governing Body will ensure that the policy is in place. The Headteacher/Principal will ensure that the policy is devised in accordance with guidelines set out by the Commission for Racial Equality. The REPWG will be encouraged to oversee the policy development. All staff and visitors will be acquainted with the policy to ensure maximum possible compliance.

Section 4: Policy planning and review

- Policy planning and development will be carried out by the Principal in conjunction with the REPWG.
- Ethnic monitoring will be developed according to agreed timescales.
- There will be an annual review and evaluation of the policy by the Senior Leadership Team (SLT) and the Governors (at an agreed meeting).
- The results of that annual review will be published on the school website.

Section 5: Implementing the policy

1. The Principal drafted an initial policy for Governors' approval. This was adopted ,as published, at a meeting on 4 July 2002.

2. The Governors were asked to set up a REPWG to oversee the REP.

3. In September 2002 the draft policy was issued to all partners for comment.

4. The REPWG considered the consultation and propose a final draft for Governors' approval. The Governing Body received a report on the implementation of the policy at a meeting on 26 September 2002.

5. The REPWG will discuss training and development requirements.

6. The REP will be communicated via the web-site and promoted in assemblies and public occasions.

Section 6: Eliminating racial discrimination and promoting racial equality and good race relations across areas of school activity.

We will focus on the following areas of school life. Those in bold will be subject to emphasis in the first year and will be reported in detail at the Annual Review:

1. Admissions and attendance. As regards this there is much information in the public domain. We follow LEA guidelines on admission and have no legal responsibility. On attendance we will explore attendance by ethnicity.
2. Attainment, progress and assessment. We will develop our systems to explore student progress by ethnicity.
3. Racism, racial harassment and school ethos. We will monitor racist incidents via LEA agreed mechanisms
4. Behaviour, discipline and exclusions. We will monitor these via LEA agreed mechanisms.
5. Personal development and pastoral care. To be discussed with the Pastoral Team
6. Teaching, learning and curriculum. To be discussed at Curriculum Committee.
7. Staff recruitment and professional development. Analysis will be undertaken.
8. Partnerships with parents and communities. Analysis of attendance at Parents' Consultations will be undertaken in the first instance.