

CALDER HOUSE SCHOOL

Thickwood Lane, Colerne, Near Chippenham, Wiltshire, SN14 8BN

POLICY ON PROMOTING RACIAL EQUALITY

Calder House School is an equal opportunities employer, and as an educational establishment promotes and embraces the concept of racial equality of opportunity for staff and pupils alike.

Calder House is a small rural school, which for geographical reasons has relatively few ethnic minority pupils. As a specialist school for pupils with specific learning difficulties, the school ethos is founded upon the wish to level the playing field for such pupils, and enable them, in spite of differing learning styles, to achieve parity with their mainstream peers. As a school with expertise in supporting pupils with specific learning difficulties, Calder House is well equipped to actively promote the raising of educational attainment in those who, for cultural reasons, may be underachieving, and Calder House seeks to encourage applications from pupils in minority ethnic groups. By obtaining approval from the Department for Education for the placement of children with EHCPs, Calder House has invited and facilitated entry of pupils funded by the Local Authorities irrespective of ethnicity and responsive to need.

Calder House has an active policy of promoting the understanding and appreciation of cultural diversity, incorporating into RE and PHSE and modern foreign language lessons appropriate and specific themes to introduce and explore differing cultures and beliefs. By arranging visiting workshops and speakers Calder House hopes to promote awareness of cultural diversity, and outings are arranged to diverse places of worship.

Calder House seeks to:

- eliminate racial discrimination;
- promote equality of opportunity;
- promote good relations between people from different racial groups.

It is the duty of the Head teacher to monitor the impact of the school policy on pupils, staff and parents and to keep careful records of the improvement of attainment standards of all pupils for ease of comparison of the effectiveness of the policies.

Monitoring

1. Not less than once every term, pupil attainment progress will be reviewed by the Head teacher.
2. Once a year the PHSE, RE and Latin curriculum will be reviewed by the Head teacher to establish whether any visits or activities can be usefully included to further help to promote an understanding of cultural diversity and beliefs.
3. On a termly basis cross-curricular links facilitating the promotion of awareness of cultural diversity will be reviewed and enhanced by all teaching staff.
4. The Head teacher will maintain records of ethnicity in respect of pupil applications for places and outcomes. The Head teacher will maintain records of the ethnicity of pupils at the school in accordance with guidelines and categories issued from time to time by the DfE.

Assessment and Review



The Policy will be reviewed at the beginning of each school year to assess implementation and effectiveness over the previous 10 months.

1. Any pupils who could be at risk of unlawful discrimination on grounds of race or belief will be identified, and any incidents involving them over the past academic year will be reviewed as to causation and outcomes. An action plan to remedy any failing on the part of the school, its pupils or its staff will be devised by the Headteacher and implemented by all staff. The parents and pupils involved in any such incident will be invited to comment on the school's policy and action plan and a written record will be kept of all comments made and issues arising.
2. The effectiveness of the school's policy in improving racial harmony, cultural diversity and of its preparation of pupils to live in a multi cultural society will be evaluated.
3. Records of achievement will note in relation to pupils from ethnic minorities within the school, any significant growth and development of pride and awareness of a pupil's individual cultural heritage and in particular a willingness to share information about diverse cultural backgrounds. Equally specific records will be maintained to facilitate the monitoring of any failure on the part of the school to promote confidence and pride in an individual's cultural heritage.

The Parents handbook will notify parents of the school's duty to promote racial equality and refer them to the school's written policy, which will be available to them upon request.

The staff employment handbook refers to this policy and staff will be given a copy of it.

APPENDIX TO POLICY ON RACIAL EQUALITY

Equal Opportunities

With the aim of ensuring and facilitating the Company's general duty to promote racial equality in its role as an employer, the school's Governing Body shall be responsible for monitoring, by reference to the racial groups to which they belong, the numbers of staff in post and the applicants for employment, training and promotion, from each group and shall produce the results of their monitoring to the Company as and when required.

Reviewed October 2017 and approved by Management Team

Next review October 2018

