



WESTFIELD SCHOOL

Race Equality Policy

Date of Policy: Summer 2016

Staff Responsible: D Hague

Date of next review: Summer 2018



Westfield School Race Equality Policy

Westfield School publishes this policy in accordance with its responsibilities under the Race Relations Amendment Act 2000

Race Relations Act 2000.

Under this Act, all public bodies are placed under a duty to:

- Eliminate unlawful discrimination
- Promote equality of opportunity
- Promote good race relations between people of different racial groups

Westfield School is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated. The College recognises the benefits of having a diverse community of staff and students and to this end, is working towards building and maintaining an environment which values diversity.

To this end Westfield School will undertake a programme of positive action.

In order to promote Race Equality Westfield School will:

Recruitment

- Encourage applications from all racial groups.
- Establish systems to monitor and analyse, by ethnic origin, all aspects of staff recruitment.

Staff Development and Training

- Encourage and promote training, staff development and work experience programmes amongst all ethnic minority groups.
- Give Racial Equality Training to all staff.
- Monitor the career development of ethnic minority staff.

Leadership Teams are responsible for

- fostering a culture in which compliance with this policy is regarded as integral to the work of the college and in which equality and diversity issues are actively promoted;
- producing and implementing college improvement plans;
- ensuring staff and students are encouraged, supported and enabled to reach their full potential
- identifying appropriate staff development for themselves and their staff to meet the needs of college



Westfield School Race Equality Policy

Students

In relation to students the College aims to provide education of excellent quality to all students, whatever their background. In pursuit of this aim, the College is committed to using its best endeavours to ensure that all of its activities are governed by principles of equality of opportunity, and that all students are helped to achieve their full academic potential.

Westfield School will promote race equality in student transition and mid-term applications by:

Admissions

- Welcoming enquiries and admissions from potential students regardless of their ethnic or national origin and basing decisions on admissions on the individual merits of each candidate and their suitability for Westfield School

Teaching and Learning Environment

- Offering a wide range of academic options intended to meet a number of broad aims embracing the intellectual skills, attitudes, key/core skills sought to meet the aspirational desires of all students irrespective of race or ethnic origin.
- Updating option choices regularly to meet post 16 opportunities requirements for all students
- Taking into account students' differing learning styles, linguistic needs and cultural backgrounds.

Examination and Assessment

- Issuing all students with Instructions to Candidates undertaking written examinations confirming regulations
- Conforming to the Code of Practice which requires examination scripts to be marked anonymously.
- Reviewing performance and considering instances where there appears to be inconsistency between students from different ethnic groups.
- Reviewing its codes of practice relevant to examination and assessment to ensure fair and consistent treatment of all students



Westfield School Race Equality Policy

Commitment

- To support these aims the College will ensure that in the conduct of all its activities, steps are taken to avoid the occurrence of racial discrimination, whether direct or indirect, and to promote good relations between different racial groups.
- Any discriminatory behaviour, including harassment or bullying by individuals or groups, will be regarded extremely seriously and could be regarded as grounds for disciplinary action, which may include seclusion, exclusion or expulsion.

Community Cohesion

- The College will incorporate into the development and implementation of outreach activities, an awareness of the need to promote good race equality and good relations between different racial groups.

Guidance, Support and Training

- Guidance, support and training will be provided to members of staff to ensure that the College's commitment to race equality is fully achieved. The purpose of training is to inform individuals and also to ensure that principles underlying the Race Equality Policy underlie decision-making processes throughout the College.

Westfield School must have a written Race Equality Policy agreed by the governing body, have in place arrangements to monitor its impact and communicate the results of the monitoring and assessments of impact to parents and the governors.