

THE APOLLO EDUCATION PROJECT

The Apollo Education Project Policy: Race Equality

Policies at The Apollo Education Project are written in accordance with the five outcomes contained within Every Child Matters:

- ⌚ Being healthy.
- ⌚ Staying safe.
- ⌚ Enjoying and achieving.
- ⌚ Making a positive contribution.
- ⌚ Achieving economic wellbeing.

1. Rationale

The Apollo Education Project provides an education for all, acknowledging that the society within which we live is enriched by the ethnic diversity, culture and faith of its citizens.

The National Curriculum encourages education centres to:

“Prepare all pupils for life in a world where they will meet, live and work with people of different cultures, religions, languages and ethnic backgrounds.”

The Apollo Education Project strives to ensure that the culture and ethos of the provision are such that, whatever the heritage and origins of the members of the centre community, everyone is equally valued and treats one another with respect. Pupils will be provided with the opportunity to experience, understand and celebrate diversity. We will also celebrate the similarities that we share as members of the human race.

We recognise:

- 1.1 The inclusive nature of the National Curriculum 2000 and the opportunities Citizenship presents for encouraging ‘respect for diversity’.
- 1.2 The importance of celebrating festivals from diverse faiths.
- 1.3 That ethnic minority groups include Travellers, Refugees and Asylum-seekers and less visible minority groups, such as Irish.
- 1.4 The important contribution immigrants and their descendants have made in Britain.
- 1.5 The importance of global citizenship.
- 1.6 The importance of strong home/school/provision and wider community links.
- 1.7 Our duty under the Race Relations (Amendment) Act 2000 to promote race equality actively.
- 1.8 The recommendations of the inquiry into the death of Stephen Lawrence:

“That Local Education Authorities and school governors have the duty to create and implement strategies in school to prevent and address racism.” (Recommendation 68)

The definition of institutional racism is ‘the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwilling prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people”.

2. Actions to Ensure Race Equality

2.1 The director will:

2.1.1 Set targets to tackle under-achievement in particular ethnic groups.

2.1.2 Make targets known to all teaching and support staff, pupils and parents/carers.

2.1.3 Monitor pupils by ethnic group (see Monitoring by Ethnicity below).

2.2 This policy will be reviewed annually by the management.

2.3 The provision will strive to develop further good practice.

2.4 Race Equality awareness will be part of the induction and staff development programme for all staff.

2.5 We shall adhere to Luton Council’s guidance on monitoring racist incidents and provide information to the council as appropriate.

2.6 The Apollo Education Project will make provision for the care and support of pupils that have experienced racial abuse.

3. Pupils

Pupils will be:

3.1 Treated as individuals within the framework of the provisions policy.

3.2 Made aware of cultural differences and encouraged to accept, understand and value them.

3.3 Made aware of common similarities whatever culture or creed.

3.4 Encouraged to speak their first language in appropriate situations.

3.5 Taught to respect other people’s religion and culture while taking a pride in their own cultural background.

3.6 Made aware that racist harassment will not be tolerated.

3.7 Made aware of each individual’s right to the same care, attention and expectations they would accord themselves.

3.8 Encouraged to bring racist incidents to the notice of staff and feel that any such incidents will be dealt with promptly and justly.

4. Staff

All staff will:

- 4.1 Be made to feel valued members of the provision team.
- 4.2 Be made to reach their full potential.
- 4.3 Be supported in their professional development.
- 4.4 Have their views, backgrounds and beliefs respected by colleagues.
- 4.5 Act as role models to the children and their parents/carers through the positive relationships they foster with colleagues.

5. Parents and Carers

The parents/carers will:

- 5.1 Be aware that racist incidents will not be tolerated.
- 5.2 Be informed of any racist incident involving their child and will be expected to work with the provision to resolve the incident.

6. Monitoring by Ethnicity

The Apollo Education Project recognises ethnic monitoring as essential to ensure that no ethnic group is being disadvantaged, and that monitoring leads to action planning. In partnership with Luton Lifelong Learning Department the provision has strategies in place to ensure workforce monitoring. We will build on that approach to tackle other key areas and in particular, we will monitor:

- 6.1 Admissions
- 6.2 Attainment
- 6.3 Racist incidents and action taken
- 6.4 Exclusions
- 6.5 Selection and recruitment of staff
- 6.6 Setting/Grouping

To be reviewed: June 2017