



Penn Hall School

Vicarage Road
Penn
Wolverhampton
West Midlands
WV4 5HP

Tel: 01902 558355
Headteacher: Mr A. J. Stoll

Race Equality Policy

2009-2010

1. Overview

'At Penn Hall School we are committed to the philosophy of valuing and celebrating the diversity that exists within our school and the wider community. In line with Wolverhampton City Council's Policy we aim to take positive action to ensure that pupils and staff are not discriminated or disadvantaged on grounds of race, colour, social class, religion, gender, disability, age, personal circumstance or marital status.'

(Penn Hall School Equal Opportunities Policy)

In this context and in conjunction with our Racial Harassment Policy Penn Hall School welcomes the Race Relations (Amendment) Act 2000 and is committed to:-

- Promoting racial equality
- Promoting good relations between members of different racial groups and communities
- Eliminating racial discrimination and xenophobic attitudes

Penn Hall School is situated on the southwest side of Wolverhampton. Staff and pupils reflect the diverse ethnic composition of Wolverhampton and surrounding areas. Pupils are drawn from a range of socio-economic backgrounds and all have individual special needs. There is a wide religious representation present within the school. Our School Mission Statement is to provide a happy and secure learning environment – 'We believe that the purpose of Penn Hall School is to provide a high quality and relevant education for all its pupils within a caring and trusting environment. With parents as our partners we hope to help all pupils to achieve functional independence and to realise their own full academic potential.' We value the contributions of all children, parents and staff.

2. The School's Commitment to Racial Equality

We will:

- Ensure that all pupils and staff are encouraged and enabled to achieve their full potential
- Respect and value the diversity of cultures, faiths, languages and beliefs
- Prepare pupils for life in a diverse society
- Acknowledge the existence of racism and be proactive in promoting racial equality and good race relations
- Work in partnership with parents and the wider community to establish, promote and disseminate racial equality good practice
- Ensure the policy is followed

3. Implementation

Penn Hall School recognises and celebrated the racial and cultural diversity within the school and the richness it brings to our community.

We will continue to:-

- Ensure that our curriculum, teaching materials and methods reflect this
- We will promote an ethos of mutual respect, racial equality and harmony as key elements of the curriculum
- Aim to teach our pupils to live together as part of community of communities
- Deal appropriately and sensitively with issues of racism that may emerge from any part of the school community (see Penn Hall Racial Harassment Policy)

4. Progress, Attainment and Achievement

We will work positively to raise standards for all pupils in order that they may achieve their full potential.

We will:

- Analyse school results, including SAT's results, by gender and ethnicity
- Analyse differences in performance between pupils from different racial groups
- Seek to understand and explain these differences
- Critically review current practise, objectives and targets
- Take positive and pro-active steps to improve the performance of pupils from different racial groups, including, if appropriate, the setting of targets

5. Staff recruitment and development

5.1 Recruitment

The school recognises the value of a staff that reflects the population it serves. We will operate an open and transparent staff recruitment policy. In principle all posts will be advertised as appropriate. In making appointments the need for the school staff profile to reflect the school community profile is a significant factor. However, we will not operate policies of positive discrimination. In making all appointments we will seek to appoint the best person for the job.

5.2 Staff Development

The school recognises the need to continually develop staff and to develop awareness of relevant cultural, social and race issues.

6. Responsibilities

The Governing Body is responsible for:-

- Ensuring that the school complies with the requirements of the Race Relations (Amendment) Act 2000
- Ensuring that the policy and its related procedures and strategies are implemented
- Ensuring that the school fulfils its responsibilities for the Safeguarding and Child Protection in Schools

The headteacher is responsible for:

- Implementing the policy
- Ensuring all staff are aware of their responsibility under the policy and are given appropriate training and support
- Taking appropriate action in any case of unlawful discrimination
- Drawing up an annual action plan for the implementation of policy for monitoring its effectiveness
- Ensuring that all measures embrace responsibilities for Safeguarding and Child Protection

All staff are expected to:

- Deal with racist incidents that may occur in the school (procedural form in Racial Harassment Policy)
- Identify and challenge racial and cultural bias and stereotyping
- Support pupils for whom English is an additional language
- Embed principles of equality and diversity into all aspects of their work
- Be aware of all aspects of Safeguarding and Child Protection when dealing with incidents that may arise.