

CLEEVE SCHOOL RACE EQUALITY TARGETS

2 YR PLAN

December 2009-11

As a Public Authority Cleeve School must make Racial Equality a central part of each of its functions. Racial Equality is central to planning, policy making, curriculum and service delivery, regulation, inspection, & employment.

We have a general duty placed upon us by law to:

- Eliminate Unlawful Racial Discrimination
- Promote Equality of Opportunity
- Promote Good Relations Between People of Different Racial Groups

These targets are focussed upon practical outcomes for students.

MEETING THE STATUTORY DUTIES	TARGET	ACTION	WHO IS RESPONSIBLE?	Notes	COMPLETE BY
To Promote Equality of Opportunity	Raising Attainment and monitoring the Achievement Gap.	Monitor data in line with CRE's Ethnic Monitoring guidance. Monitoring to be carried out annually using Raise On Line. Disparities identified and action plan draw up to address any identified underachievement. This includes taking account of student views about barriers to success.	SSW JSC School Council, Student Groups	The Ethnicity groups account for between 2%-3% of the school population and all generally perform well (out of 6 pupils 5 reached level 2 threshold – 100% A*-C inc Maths and Eng)	Autumn 2011 and annually Autumn 2011 and annually
To Eliminate Unlawful Racial Discrimination To Promote Equality of Opportunity	To ensure equality in use of rewards and sanctions	Rewards and sanctions are monitored by ethnic group and any disparity is acted upon. Monitoring should include attendance data and exclusion data. EWO is to be used in cases of low attendance.	KEC HOK HoY Amanda Benson Liz Bailey	Attendance data regularly monitored by Amanda and EWO – No concerns regarding Ethnicity groups all above 90% Exclusions monitored and will continue to be monitored by KEC – no concerns EWO has work area within school and attends weekly meetings with pastoral team	End of each academic year Termly from Autumn 2009

MEETING THE STATUTORY DUTIES	TARGET	ACTION	WHO IS RESPONSIBLE?	Notes	COMPLETE BY
To Eliminate Unlawful Racial Discrimination	To ensure equality in the careers guidance programme to enable students of all backgrounds achieve economic wellbeing.	The careers and guidance policy makes specific reference to promoting racial equality. Successful individuals from ethnic minority backgrounds are invited to serve as positive role models. Ethnic minority parents are encouraged to act as mentors and role models. Preparation for work experience addresses the issue of racism and racial harassment in the work place. Post work experience debriefing allows any issues of racial discrimination to be raised. Work Experience enables ethnic minority pupils to experience careers where ethnic minorities are underrepresented.	LJR KEC	All groups represented as positive role models through Peer mentoring, Prefects, student council Senior students, House heads etc	Autumn 2011
To Eliminate Unlawful Racial Discrimination	Admissions reflect the ethnic background of the community.	Admissions monitored by ethnic background. If barriers to application are identified an action plan should be put in place to counter this.	LCS Governors Admissions Committee	Continue to monitor, no issues	Autumn 2011
To Promote Good Relations Between People of Different Racial Groups	To engage parents from all communities in their child's learning to improve achievement of all pupils.	To monitor attendance at mentoring evenings to ensure representation is equal between all groups. Develop action plan if this is not the case. Include a statement in literature aimed at recruiting governors to reflect the aspiration to have representation from all communities. Liaise with Oxford School to establish good practice.	KEC Chair of governors SJS	Attendance at mentoring/triangle evenings always monitored and will continue to be. No concerns	Summer 2011 Summer 2011 Summer 2011
To Eliminate Unlawful Racial Discrimination To Promote Equality of Opportunity	To ensure equality in the recruitment of staff to secure a diverse and representative workforce	To assist the LA in their role in monitoring appointments and applications for posts within school. To use CRE's guidance in recruiting staff . All involved in selection and recruitment are trained on how to ensure racial equality Job advertisements include an equal opportunities statement.	LCS Governor staffing committee	Continue to monitor. Update training for new staff involved in recruitment.	Autumn 2011

