



Race Equality Policy

Parkside Community College is a small popular 11 – 16 mixed comprehensive school, with specialist arts college status for media arts technology. The college has 603 pupils, drawn from four main partner primary schools and other local primary schools. Most of the pupils live close to the college, in the city centre. In December 2001 6.6% of pupils spoke English as an additional language, a few of whom are at an early stage of language acquisition. The full ability range is represented in the college, with 22.1% of pupils with special educational needs, including statements, although a high percentage of pupils enter with above-average attainment.

Aims and values

As a community college, Parkside should aim to provide a curriculum which engages with the needs and aspirations of the whole community of central Cambridge. We recognise that this curriculum should be so structured as to enable individual achievement, promote learning for life, ensure equality of access, and transcend restrictions of time or place. We also recognise that Parkside operates in a national, international and multicultural context, and the curriculum we offer should reflect this. As a media arts college, our curriculum will reflect this specialism in the opportunities offered and through new approaches to teaching and learning.

Parkside recognises that 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 unwitting prejudice, ignorance, thoughtless and racist stereotyping which disadvantages minority ethnic people.”

Parkside is committed to providing equality for all members of the school community in order to promote the highest possible standards of achievement. It aims to tackle racial discrimination and promote race equality and good race relations across all areas of college activity including:

- Progress, attainment, and assessment
- Behaviour, discipline and exclusions
- Pupil’s personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- Curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities



The College's Commitment to Race Equality

At Parkside we aim to:

- actively promote racial equality and good race relations
- oppose all forms of racism, racial prejudice and racial harassment
- encourage, support and enable all pupils and staff to reach their potential
- prepare pupils for life in a diverse society
- make the college a place where everyone, taking account of race, religion, colour, ethnic or national origin, feels welcomed and valued
- work in partnership with parents and the wider community to promote racial equality and tackle racial discrimination

Actions to ensure Race Equality

The college will promote equality and challenge racism by:

- Exploiting opportunities within the curriculum to celebrate the richness and diversity of different cultures e.g. *Black History Month*
- Exploiting opportunities through assemblies to deal with issues of prejudice e.g. *Kicking Racism Out Of Football*
- Exploiting opportunities through the teaching of ICU's (integrated curriculum units) e.g. the use of visiting speakers, role-play exercises, the use of media and film
- Creating displays relating to pupil achievement to show that the college has many gifted and talented students from minority ethnic groups.
- Purchasing and reviewing resources such as texts and software to ensure appropriateness in relation to inclusivity. (*this will be done by the director of digital technologies and the school librarian*)
- Recognising that the governing body & staff team needs to reflect the local community it serves.
- Providing Race Equality training as part of the induction & staff development programme for all teaching and ancillary staff, student teachers and governors.
- Monitoring pupils by ethnic group (see Monitoring by Ethnicity below)
- Following procedures outlined in Cambridgeshire's policy on racial harassment, "Equally Safe".
- Informing heads of year and the assistant principal, student guidance, of any racially motivated incidents in the area.



Monitoring by Ethnicity

Parkside recognises ethnic monitoring as essential to ensure that minority ethnic pupils are not being disadvantaged, and that monitoring leads to action planning.

We will monitor:

- **Admissions**
- **Attainment**
- **Attendance and punctuality**
- Effects of pastoral strategies, e.g. rewards and sanctions
- **Racist incidents and actions taken**
- **Exclusions**
- SEN Register
- KS4 option choices
- Post 16 destinations
- Number of pupils attending supplementary school e.g. Madressa, community Language class, and extra curriculum subjects.
- Number of pupils participating in summer schools including those for the very able and gifted
- **Selection & recruitment of staff**
- **Governing body representation and retention**
- Parents attending consultation meetings
- Parents' involvement in the life of the college (representation on PTA, attendance at parents' evenings)

Leadership, Management and Governance

Responsibilities

The Governing Body and Principal will ensure that the college complies with all relevant equalities legislation. They will promote racial equality and good race relations and not discriminate on racial grounds.

The Governing Body and Principal will ensure that the policy and related procedures and strategies are implemented and will take appropriate action any cases of racial discrimination.

The Principal will ensure that all staff are aware of their responsibilities under the policy and are given appropriate training and support.



The member of staff with designated responsibility for co-ordinating work on equality, including race equality, (Norma Neeson-Mackenzie will liaise with the member of the Governing Body who has responsibility for equality issues, (Dr. Helen Morales)

A named member of staff (the assistant principal, pupil guidance) will be responsible for dealing with reported incidents of racism or racial harassment as in Cambridgeshire's policy document "Equally Safe".

Monitoring and Review

This policy will be regularly monitored and reviewed to ensure that it does not disadvantage particular sections of the community. Where monitoring reveals inequality or concerns, the assistant principal, pupil guidance will liaise with the emag, Rose Elgar to produce an action plan.

The member of staff responsible for equality will evaluate the effectiveness of the policy on an annual basis in consultation with the emag.

Member of staff responsible for equality and race equality:

N.M. Neeson –Mackenzie, assistant principal, pupil guidance

Date of policy: June 25, 2002

Date of review of policy: June 2005