

# NEW FOREST SCHOOL

## New Forest School Racial Equality Policy

**POLICY No. nfs\_gp\_1006**

**Prepared by Name: Duncan Smith**

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## 1. Rationale and Scope

The purpose of this policy is:

- To provide insight to recent developments leading to racial equality issues
- To identify specific duties and responsibilities for schools that fall within the Race Relations Act 2000
- To identify New Forest School's Statement of Intent with regard to race relations
- To identify New Forest School's Race Equality Policy Statement
- Identify the Race Equality Action Plan

## 2. Overview and Background to the Race Relations Act 2000

The Stephen Lawrence Enquiry Report found institutionalised racism in the policies and practices of large (public sector) organisations. This finding was a challenge to any organisation's complacency about its approach to racism. The report led to the Race Relations (Amendment) Act 2000 which places a general duty to promote race equality and with which New Forest School is expected to comply. There is also a Code of Practice drawn up by the Campaign for Real Education (CRE) which gives more detail on the duties and which underlies our Policy and Race Action Plan.

## 3. Legislative Framework

### 3.1 General Duty

To have due regard in carrying out its functions to:

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

### 3.2 Specific Duty One

To prepare a written policy on race equality the duty means that we must:

- Produce a written race equality policy, which sets out how we will tackle racial discrimination, and promote racial equality and good race relations. To comply with the general duty, we must ensure that we take action to address any racial discrimination or inequality identified as a result of developing or implementing the policy, and utilise opportunities to promote racial equality and good race relations.

### 3.3 Specific Duty Two

To assess the impact of New Forest School policies on ethnic minority students and staff the duty means we must:

- Examine how each of our policies affects ethnic minority staff and students.
- Identify whether the policies help to achieve racial equality for ethnic minority staff and students or whether they have an adverse impact.

To comply with the general duty, New Forest School will need to take action to deal with any adverse impact that is identified and (2) to establish and extend the good practice.

### 3.4 Specific Duty Three

To monitor the recruitment and progress of ethnic minority staff and students the duty means that New Forest School (*New Forest Care Ltd.*) must:

- Establish systems to ethnically monitor all the aspects of the student's development and staff recruitment.
  - Ethnically monitor students performance and progress
  - Monitor the career development and progress of ethnic minority staff.

### 3.5 Specific Duty Four

Set out monitoring arrangements for publishing the written policy, impact assessments and monitoring, this means that New Forest School must ensure:

- That it distributes the Racial Equality Policy.
- That the results of assessments of the impact of its policies on the promotion of racial equality, of consultations and of monitoring for adverse impact are made available to those who may be affected by their policies.
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To comply with the general duty, New Forest School will need to take the following actions:

- To address any patterns of discrimination and inequality.
- To establish and extend good practice that is identified as a result of monitoring.

## 4. Statement of Intent

New Forest School is committed to actively tackling racial discrimination and promoting racial equality and good race relations across the range of its activities and departmental functions. This specific commitment forms part of a broader commitment to equal treatment and respect for diversity as detailed in the Equal Opportunities Policy.

New Forest School welcomes diversity amongst its students, staff and stakeholders, recognising and valuing the particular contributions that are made by individuals, from a wide range of backgrounds and experiences.

The school will ensure that in the conduct of all their activities, steps are taken to avoid and eliminate racial discrimination, whether direct, indirect, overt or covert and to promote good relations between different racial groups.

Any unlawful discriminatory behaviour by staff or directors including harassment or bullying will be regarded as a serious matter and will be dealt with under the disciplinary procedures.

New Forest School has a commitment to equality of opportunity and has worked to ensure that race equality is a significant part of this work. The School is proud of the fact that it has made vigorous efforts to ensure there is a better representation of ethnic diversity across its students and staff and has worked to be genuinely inclusive.

Policy and practice will be concerned with the prevention of both direct and indirect, covert and overt discrimination and the promotion of justice and equality. This necessitates both the removal of existing organisational barriers and positive attempts to create new opportunities.

## 5. Process

There are specific duties, which have been identified as steps to help, meet the general duty of the Act and which must be addressed in a written Race Equality Policy Statement. These are:

- To assess the effect of its policies on staff and students from different racial groups
- To monitor, by racial group, the admission and progress of students
- To monitor the recruitment and career development of staff

The functions, which must be reviewed, include:

- Students admission and progression
- Teaching and learning, including curriculum
- Assessment
- Students support (including therapy, careers advice and disability support)
- Marketing
- Recruitment, selection, progression and training of staff
- Facilities management
- Finance
- Dealing with issues of harassment and bullying

The Race Equality Policy Statement and Action Plan (as detailed below), sets out how the school will meet its requirements under the Act, in line with its on-going commitment to tackle racial discrimination and promote racial equality across its various functions.

## 6. Policy Statement

New Forest School has a commitment to fairness and equality of opportunity as set out in the Equal Opportunities Policy.

Equality of opportunity and the priority of fully developing individual potential are stated in the Mission Statement set out below:

New Forest School is committed to ensuring that diversity is celebrated and valued, while discrimination (whether direct or indirect) and disadvantage is continually challenged. Due regard will be given to a student's particular needs, arising from their heritage, culture, or linguistic backgrounds. Staff will aim to meet these needs positively, with sensitivity.

We care passionately about the health, welfare and education of students placed with us, and seek to reduce inequalities they face by our practice.

We further believe that students in our care have a right to have those same things which we would demand for our own children; a good education to equip them for the future, a positive sense of self worth and confidence, be morally responsible, show the ability to integrate socially within the community, have good resilience and a sense of mastery. Be in good physical and mental health, have the opportunity to play, learn and have fun, to feel safe, valued and loved, to develop self discipline, and discover the ability to visualise a new positive life, both whilst in our care and for their lives following this.

New Forest School strives to achieve the status of being a first class specialist acute provider, dedicated to high quality service provision.

Our priority is to enable and encourage both students and staff to realise their full potential and to achieve excellence through a flexible, bespoke, innovative and focussed planned programmes.

## 7. Racial Equality Plan

Staff, volunteers and governors must follow the procedures set out below in the event of a safeguarding issue.

New Forest School will ensure that along with other aspects of diversity, racial equality for staff and students is mainstreamed and embedded in all our policies, practices, procedures and their outcomes. It will continue its work to eliminate racial discrimination and to promote racial harmony and equality of opportunity.

The School will act by:

- Regularly examining and reviewing policies, practices and both formal and informal procedures for inequitable outcomes. The progress and outcomes of its Race Equality Policy will be reviewed every three years
- Building race equality into its broader strategic planning and review processes as well as into all departmental planning and review
- Identifying and addressing patterns of under-representation and under-achievement in students.
- Identifying and addressing patterns of under-representation and differential career outcomes in staff groups.
- Promoting activities that encourage racial harmony
- Acting promptly in response to any complaint of racial harassment or inequitable treatment
- Working to develop a curriculum that supports the objectives to develop diversity and equality of opportunity
- Developing and monitoring action plans as necessary, incorporating these into existing review cycles and mechanisms where possible, covering all relevant areas such as:
  - Recruitment and progression of staff and students
  - Teaching, learning and assessment

- Support functions
- Access and participation
- Management
- Staff contract status, appraisal and training
- Complaints and disciplinary action
- Drawing up departmental action plans to promote racial equality
- Annually monitoring outcomes.
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Ensuring that the following roles are understood and implemented:

- The Directors (Governing Body) jointly have overall responsibility for ensuring the Company fulfils its legal obligations under the Race Relations (Amendment) Act. It will approve the Race Equality Policy and receive regular updates on the implementation of the policy
- The HR department alongside the training manager have responsibility for ensuring the action plan is appropriately developed and implemented; that staff are aware of their responsibilities under the Act and fully trained in them; and that non-compliance is dealt with appropriately
- Senior managers are responsible for carrying out policy impact assessment and then developing plans to eliminate any racial discrimination and promote racial harmony
- Head of Operations and Quality Assurance are responsible for assisting departments in the above tasks
- All staff are required to attend/have access to appropriate training to ensure that they are aware of the requirement to promote racial harmony and do not unwittingly discriminate
- It is the responsibility of all members of staff, including directors, senior staff and managers, to ensure that equality and fairness are integral to the work they do and the decisions they make
- Directors, staff and students are responsible for conforming to the requirements of this Policy
- Ensuring that all students and staff are aware that New Forest School takes race equality extremely seriously and disciplinary action may be taken against staff or students who do not conform to this Policy.

## 8. Taking Action

If on any occasion a member of staff, visitor or student, feels uncomfortable about what they have experienced or witnessed then the following options are available:

- Address at source
- Seek advice from Head Teacher/Senior Leadership Team

If there is no resolution from any of the above, please follow New Forest Schools Complaints Procedure.

New Forest School takes all matters of racial equality very seriously and encourages everyone in the school community to challenge poor practice.

**To do nothing is not an option.**

## **9. Links with other policies**

This policy links to the following policies and procedures:

- Recruitment and Retention of Staff
- Equal Opportunities Policy
- Complaints Policy
- Grievance Policy
- Disciplinary Policy
- New Forest School Mission Statement