



Midsomer Norton Schools Partnership

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MIDSOMER NORTON SCHOOLS PARTNERSHIP Race Equality Charter for Schools

The Race Equality Charter has been developed for schools by the [B&NES Race Equality](#) and Hate Crime Task Force Partnership.

The partnership is made up of representatives of:

- B&NES Council
- local schools
- Stand Against Racism & Inequality (SARI)
- Black Families Education Support Group
- Off The Record
- Avon and Somerset Police

The Charter is informed by:

- the views and experiences of Black and Minority Ethnic young people in B&NES
- good practice guidance on promoting race equality in education
- the legal requirements of the Equality Act

As signatories to the Race Equality Charter schools are able to make a public statement of their commitment to:

- challenging racism and racial harassment
- promoting race equality and cultural diversity
- fostering good race relations

The Charter aims to provide schools with a robust and consistent framework to enable them to:

- identify issues relating to race and racism
- develop effective actions to address those issues
- achieve lasting, positive changes in relation to race equality within the education system across B&NES

As signatories to the B&NES Race Equality Charter for schools, the Trust and all associated schools are committed to:

- **Creating** an inclusive, anti-racist school environment, where everyone feels they belong and race equality and cultural diversity are actively promoted.
- **Challenging** all racist incidents, bullying and harassment, taking them seriously and dealing with them effectively in a supportive, meaningful and empowering manner.
- **Championing** race equality through school leadership and governance and ensuring planning, policies and procedures effectively promote race equality and challenge racism.
- **Educating, enabling and empowering** students to challenge racism, promote race equality and celebrate cultural diversity.
- **Teaching** a curriculum that represents the ethnic diversity of our society and aims to raise the aspirations and attainment of all students by providing an education which includes the heritage, perspectives and contributions of

all ethnic groups, challenges personal and institutional racism, and enables students to develop a strong sense of identity and belonging.

- **Ensuring** equality of opportunity for students from all ethnic groups to succeed, aspire and achieve their educational potential, removing any barriers to progress and attainment and reducing any gaps between different ethnic groups.
- **Managing** the behaviour of all pupils fairly and equally and adopting good practice strategies to address any differences in sanctions or exclusions between ethnic groups.
- **Making** the admissions process accessible and equal for students from all ethnic groups and that strategies to maintain attendance take account of the backgrounds and needs of students from all ethnic groups.
- **Working** in partnership with local communities and organisations to support our staff, students and parents in relation to race equality, cultural diversity and tackling racial discrimination and harassment.
- **Training** all staff and governors to develop their understanding and knowledge so that they can teach, address and respond effectively to issues of race and racism.
- **Ensuring** our recruitment procedures follow the law and guidance on race equality and allow us to employ and develop an ethnically diverse workforce that is representative of the communities we serve.
- **Routinely** monitoring all aspects of the school to highlight any racial inequalities, understand their cause and take action to remove any unfairness or disadvantage.