

## Race Equality Statement

The amended Race Relations Act 1976 gives schools a statutory general duty to promote race equality. The aim of the duty is to:

- eliminate unlawful racial discrimination;
- promote equal opportunities; and
- promote good relations between people of different racial groups.

### School Context

Data correct as of November 2022

Ethnic breakdown of groups comprising of 20 or more students:

Ethnicity	Students in group	%
Bangladeshi	69	6.3%
Indian	26	2.4%
Other Pakistani	24	2.2%
Sri Lankan Tamil	20	1.9%
Black - Congolese	37	3.4%
Black - Ghanaian	53	4.9%
Black Caribbean	63	5.8%
Black - Nigerian	35	3.2%
Black - Somali	43	3.9%
White and Black Caribbean	22	2%
Refused	69	6.3%
White Eastern European	29	2.6%
White - English	145	13.2%
Turkish	70	6.4%

Ethnic breakdown of all staff

	Non-Teaching %	Teaching Staff %	Total %
Any other ethnic background	1.25	2.50	3.75
Asian or Asian British, Any other Asian Background	0.63	1.25	1.88
Asian or Asian British, Bangladeshi	1.25	0.63	1.88
Asian or Asian British, Indian	0.63	1.25	1.88
Asian or Asian British, Pakistani	-	0.63	0.63
Black or Black British, African	1.25	1.88	3.13
Black or Black British, Any other Black background	0.63	0.63	1.25
Black or Black British, Caribbean	1.25	0.63	1.88
Chinese	0.63	-	0.63
Mixed, White and Black Caribbean	-	0.63	0.63
Mixed, any other mixed background	0.63	2.50	3.13
White, British	31.88	28.13	60.00
White, Irish	1.25	1.88	3.13
White, any other White Background	5.00	9.38	14.38
{None}	1.88	-	1.88
<b>Total</b>	<b>48.13</b>	<b>51.88</b>	<b>100.00</b>

## **Aims**

Enfield County School for Girls aims to eliminate unlawful racial discrimination in all areas including but not limited to:

- progress, attainment and assessment
- behaviour, discipline and exclusion
- students' personal development and pastoral care
- teaching and learning
- admission and attendance
- the curriculum
- staff recruitment and professionals' development
- partnerships with parents, carers and communities.

## **Commitments**

Enfield County School for Girls is committed to:

- actively tackling racial discrimination, promoting equal opportunities and good race relations;
- encouraging, supporting and helping all students and staff to reach their potential;
- working with parents, carers and the wider community to tackle racial discrimination;
- ensuring that staff, parents and other stakeholders are aware of the race equality statement as it is found within the Equality Policy

## **Responsibilities**

### **Governing Body**

The Governing Body is responsible for making sure that Enfield County School for Girls complies with the amended Race Relations Act 1976 and for making sure that the school follows the procedures set out in both the Equality Policy and in relation to the Race Equality Statement

### **Headteacher and Leadership Team**

The Headteacher and leadership team are responsible for making sure that the Race Equality Statement is followed by staff and students. They have a responsibility to ensure that all staff know their responsibilities in relation to the statement and receive training and support in carrying those out. The Headteacher along with the leadership team are responsible for taking appropriate action in the case of racial harassment and racial discrimination.

### **Teaching and Support Staff**

All staff are responsible for dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping.

Staff should promote equal opportunities and good race relations, avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic origins.

All staff at Enfield County School for Girls have a responsibility to keep up to date with the law on discrimination and are required to take up training and learning opportunities.

### **Visitors**

Should be made aware of the Race Equality Statement.

## **Statement 2022-2023**

Enfield County School for Girls is committed to race equality and confronting racism. We are determined to foster an academic, anti- racist environment in which everyone is included, respected and empowered to fulfil their potential.

1. By establishing a student forum "The V.O.I.C.E. enabling students to feedback to the Headteacher and the leadership team on issues of equality and diversity. It will be comprised of students from across the year groups and will meet termly with a member of SLT present.
2. By establishing a staff Equality and Diversity group so that the views of our BAME teaching and support staff can be more explicitly represented.
3. By establishing a Governors Equality and Diversity Group comprising of two governors, a member of the staff Equality and Diversity Group, the Headteacher and Deputy Headteacher.

4. By strengthening links with parents and the wider community.
5. By exploring innovative ways of gathering the views of parents.
6. By removing candidates' names from all application forms, therefore combatting any racial, unconscious bias.
7. By requiring all staff to undertake training on tackling race bias.
8. By working with 'BlackCurriculum.com' to audit our schemes of work therefore ensuring that our curriculum adequately reflects the diversity of our school community.
9. By expanding the work that is done during Black History Month throughout the academic year (October)