

Race Equality and Implementation framework for Secondary Schools and Academies

1. Purpose & Vision

We commit to excellence, inclusion and belonging to ethnically diverse students, staff and families. We ensure race equity is central to behaviour, curriculum, safeguarding and leadership decisions.

2. Legal & Safeguarding Framework

Aligned to Equality Act 2010, PSED, KCSiE. Racism = safeguarding harm. Serious incidents escalate to DSL/SLT with transparent parent communication.

3. Cultural Competence Across School Systems

Decisions on streaming, behaviour escalation, police involvement, uniform, and SEND must be culturally aware and equitable.

4. Behaviour, Exclusions & Restorative Approaches

We track sanctions by ethnicity termly. We address racist language, microaggressions and identity shaming. Exclusions monitored to eliminate disproportionality.

5. Curriculum & Representation

Diverse and accurate representation embedded across subjects and KS3–KS4 curriculum content. Independent learning resources reflect multiple cultures.

6. Safeguarding & Police Involvement

Police involvement must not be racially biased. Alternative de-escalation pathways prioritised. Racism harms identity and well-being → active intervention.

7. SEND & Access to Support

We ensure bias does not delay SEND referrals. Early family engagement. Disproportionality monitored and acted on.

8. Faith & Cultural Inclusion

Respect for prayer, modesty and global faith calendars. Inclusive provision for curriculum, enrichment and trips.

9. Student Voice & Leadership

Students influence policies via equality councils and action planning. Their lived experiences inform curriculum and behaviour review.

10. Data Monitoring & Accountability

Termly equity dashboard tracks behaviour, curriculum entry/access, progress, safeguarding incidents, complaints, belonging, workforce representation.

11. Reporting, 'Calling In' & Whistleblowing

Students and staff protected when raising concerns. Restorative investigation and re-integration support required.

12. Partnerships with Families

Trusting relationships built with families experiencing racial inequality. Communication is accessible and responsive.

13. Evaluation & Review

Annual publication of equality outcomes. Data informs improvement. Co-production embedded.