

## Newhaven: Key priorities for School Improvement: Race Equality Action Plan 2021

Outcomes	People	Success Criteria	Aut	Spring RAG	Summer RAG
School leadership (management committee, SLT, middle leaders) actively develop and implement mechanisms of change relating to race inequality while engaging all staff with this process.	YGS; JKY SLT	The management committee and SLT are clearly using their powerful roles as agents of change.  Staff, students and others are clearly engaged and feel safe within this programme.		-MC and SLT have standing items on Race equality. -Programme of campus, staff and HoD meetings scheduled to develop the action plan. -Develop a clear policy for the recording racist incidents. -All analyses and reports contain categories of ethnicity. -Recruitment practice and processes reviewed.	-Race Equality SIP is reviewed and developed for 2021-22 including input from SRG -meeting scheduled reviewed and developed -equality and inclusion criteria included in performance management processes -end of year report to MC from JKY and student voice
The staff resource group (SRG) is established to drive and monitor progress in the race equality strategic plan by setting and evaluating success indicators, progress measures and impacts on behaviour.	JKY/ RVA/ SRG	SRG reflects the diversity of society and all levels of the school SRG is confident and competent in driving and evaluating change.		-SRG in place with broad membership and terms of reference developed. -Audit leads to baseline measures for race equality programme identified and set. -Review of key actions for plan presented to SLT. -contribution to staff training programme -School policy review begins with clear behaviour policy detailing response to racist incidents.	-Progress against plan evaluated using baseline measures -All policies reviewed or developed. -Input to Equality SIP review
All staff and other stakeholders are supported through training to become deeply reflective around matters of race and power.	SLT/ SRG/ RVA	Staff develop deep knowledge and understanding of racism. Staff are confident in challenging their own views and those of others and being challenged.		-Training programme in place and delivered. -Staff opportunities in place to discuss matters arising through debrief and support groups.	-Staff feedback shows positive shifts in awareness and identifies challenges to face. -All elements fed into SIP development.
Black and other Minority Ethnic staff have opportunities to develop into whole school and leadership roles.	SLT/ middle leaders	BAME staff take up a range of development opportunities and apply for roles as available.		-Leadership development programme is developed and in place. -Mentoring and training in place for BAME staff who wish to progress to higher levels in school.	-Any recruitment process to higher levels includes representation from BAME staff who want to progress.
Students have powerful voices in the development of policy and practice	-SMN, SV lead KP SLT lead	Students develop understanding of racism in society and the institution and contribute their views loudly.		-Interim SV lead identified for KP -Student voice programme linked into SRG with development and monitoring roles in place. -contribution to behaviour policy review.	-Student views are collected from across the school. -Presentation to MC delivered.
Newhaven's curriculum is developed so that structure, schemes of work, lesson plans and resources are anti-racist and relevant to multi-cultural society.	SLT leads; HoDs	All elements of the curriculum clearly reflect multi-cultural society, teach understanding of racism, other prejudices and their impact on people and institutions.		-Curriculum review ensures its structure is anti-racist - Curriculum is evaluated to assess content reflects diverse society in UK and the world. -Community cultural events are developed in frequency across the school. -Teaching resources and displays represent diversity of communities.	-Development cycle includes review of race equality matters in curriculum offer (obs and book looks)