



Monega's Race at Work Charter

This charter is a public commitment by all staff members a Monega Primary School to improve equality of opportunity.

Below there are 7 actions to improve race equality, inclusion and diversity in the workplace. If everyone commits to these actions the impact can be far reaching and will influence how people feel at work.

1. Appoint an Executive Sponsor for race.

A leader who provides visible leadership on race and ethnicity.

2. Capture Ethnicity data and publicise progress

We will collect data to monitor pupil progress and staff progress.

3. Commit at all levels to zero tolerance of harassment and bullying

All governors and leaders will commit to zero tolerance

4. Make clear that supporting equality in the workplace is the responsibility of all leaders

All leaders will have clear targets to support and maintain fairness in the workplace.

5. Take action that supports ethnic minority career progression

Leaders will use; mentoring, questionnaires and Professional Development Interviews.

6. Support race inclusion allies in the workplace

We will raise awareness and provide opportunities for open discussions and events.

7. Include Black, Asian, mixed race and other ethnically diverse –led enterprise owners in supply chains.

Where ever possible we will strive for inclusive procurement, sourcing ethnically diverse business in supply chains.