

# Theme 1: Leadership

**Work with NEU members in your school/college to establish which are the priorities for your setting.**

		<b>On Track</b>	<b>Focus Here</b>	<b>Medium Term</b>
1	Is there a race equality policy and a clear understanding of racism? How is it being used?			
2	Is there a race equality scheme which has clear focus on eliminating discrimination and creating equality of opportunity? How has it been discussed or used?			
3	Is there a clear and well-understood policy (and implementation) for recording racist incidents, including bullying and language? Are staff clear? Confident? Are incident reports monitored and reviewed for trends and action devised as a result?			
4	Is there a race equality impact assessment of the pay policy and pay progression decisions? Has it been useful?			
5	Are there goals for increasing racial diversity within SLT posts?			
6	Ask members what CPD training they think would be most helpful? Is training on offer that addresses racial equality?			
7	Does the school/college recognise the importance of using teaching and learning to foster an understanding of the multicultural society in which we all live?			
8	How is SLT going to support staff to develop cultural competency in relation to the communities the school/college serves?			
9	Is there a strategy to support pupils at risk of exclusion and to prevent and explore alternatives to exclusions, and is there particular attention to the disproportionality in rules of exclusion for Black pupils, including Gypsy, Roma and Traveller pupils?			
10	How can the SLT open up a conversation about race, racism and racist stereotypes and model an openness to exploring an increased focus on anti-racist practice across the institution? What support is needed from SLT? What is already in place and going well?			

