

RACIAL EQUALITY AND CULTURAL DIVERSITY POLICY

Date Policy Reviewed: 23 March 2022

Date of Next Review: 23 March 2024

Person(s) Responsible for Review: SLT (AT/VF)

The school acknowledges and welcomes its duties under the Equality Act 2010. We are committed to:

- Promoting equality of opportunity;
- Promoting good relations between members of different racial, cultural and religious groups and communities;
- Eliminating unlawful discrimination.

2 SCOPE

In fulfilling our legal duties, we are guided by three essential principles:

- Every child should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education.
- Every child or adult should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every child or adult should develop the knowledge, understanding and skills that they need in order to participate in a multi-ethnic society.

The principles listed are inherent in the ethos of the school.

3 POLICY

3.1 Addressing racism and xenophobia

The school and out of school childcare provision are opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities and against groups such as members of the travelling community, refugees and asylum-seekers.

The school actively promotes an ethos of equality of opportunity for all members of its community, irrespective of an individual's ethnicity or background. We are committed to:

- promote equality of opportunity;
- to tackling racial discrimination;
- to promote good race relations

3.2 Commitments

We will:

- Be proactive in promoting racial equality and good race relations and in tackling racial discrimination
- Take all reports of incidents seriously and record and follow up appropriately.
- Aim to ensure that our curriculum and resources support the children's learning in order to develop their understanding of a multi-cultural and multi-racial society so that they may interact and thrive within it
- Encourage, support and enable all pupils and staff to reach their potential
- Actively promote equality of opportunity, intercultural understanding and good race relations through the ethos of the school, and through the provision of staff development opportunities for all staff
- Broaden horizons, increasing pupils' awareness of cultural diversity in present day Britain and across the world

3.3 Responsibilities

The Governing Body is responsible for ensuring that:

- the school complies with legislation
- this policy and its related procedures and strategies are implemented

The Head and Deputy Head Pastoral are responsible for:

- Implementing the policy
- Ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- Taking appropriate action in any cases of unlawful discrimination
- Ensuring that a written record is kept of any racial incidents

All staff are expected to:

- Deal with racist incidents that may occur and to know how to identify and challenge racial and cultural bias and stereotyping
- Promote racial equality and good race relations and not discriminate on racial grounds
- Support pupils for whom English is an additional language
- Incorporate principles of equality and diversity into all aspects of their work
- Keep up to date with race relations legislation by attending training and receiving information, where appropriate, in school.

3.4 Information and Resources

We ensure that the content of this policy is available to all staff, governors, parents and, as appropriate, to pupils.

We aim to ensure that curricular resources support education for race equality in a way that pervades all of the curriculum and allows pupils to understand the origins, nature and detrimental effects of racism, in a manner appropriate to their age.

All staff have access to a selection of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

All members of staff have a responsibility to ensure that all materials used within the school are inclusive and free from racial bias and negative stereotyping.

3.5 Religious Observance

We respect the religious beliefs and practices of all staff, pupils and parents and comply with all reasonable requests relating to religious observance and practice.

3.6 Dealing with racist comments/behaviour

Racist comments can be expressed through naivety or intention. All incidents should be referred to the Deputy Head Pastoral in the first instance or to the Head, in their absence. Following an investigation, a decision will be made as to the next steps.

- Naïve comments will incur intervention from, and discussion with the Form Teacher, Head of Section or Deputy Head Pastoral, as appropriate, together with informal parent contact.
- Should the comments or behaviour be found to be intentional, the matter will be referred to the Head, who will decide on the appropriate sanction to implement, in line with the Behaviour, Discipline and Exclusion Policy. The table below, shows some examples of behaviour which may be considered to be intentional.

| Behaviour |
|--|
| 1. The demeaning of individuals by name-calling, exclusion, insulting remarks, jokes based on another person's colour, religion, culture or background |
| 2. Ridiculing because of cultural differences e.g. food, music, dress or language |
| 3. Incitement of others to behave in a racist manner |
| 4. Refusal to co-operate with others because of ethnic group |
| 5. Writing racist remarks |
| 6. Making threats against people because of their colour, religion or culture |
| 7. Physical assault |

The teacher who witnessed the incident will complete a record of the behaviour on CPOMS. This record will be automatically sent to the Head of Section, Deputy Head Pastoral and Head. The Head will take overall responsibility for the implementation of this policy. This policy needs to be read in conjunction with the School's Anti-Bullying Policy and Behaviour, Discipline and Exclusion Policy.

In line with our Anti-Bullying Policy, we offer support for both the victim and the perpetrator. Support given will be tailored to the needs of the individual children in each individual case. Parents of both children will be informed by either the children's Head of Section, Deputy Head Pastoral or Head, depending on the nature of the case.