

RACIAL EQUALITY AND CULTURAL DIVERSITY POLICY

Date Policy Reviewed:	June 2025
Date of Next Review:	June 2027
Person(s) Responsible for Review:	SLT (Head/Deputy Head Pastoral)

1. AIMS AND COMMITMENTS

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;
- Empowering pupils, staff and community members of all our racial, cultural and faith groups to succeed socially, personally, academically and professionally;
- Challenging racial discrimination and eliminating unlawful discrimination;
- Being proactive in promoting racial equality and in tackling racial discrimination;
- Take all reports of incidents seriously and record and follow up appropriately;
- Ensuring 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;
- Encouraging, supporting and enabling all pupils and staff to reach their potential;
- Actively promoting intercultural understanding and good race relations through the ethos of the school, and through the provision of staff development opportunities for all staff; and
- Broadening horizons, increasing pupils' awareness of cultural diversity in present day Britain and across the world.

The school are committed to equal treatment for all pupils, parents and staff regardless of their race or colour, nationality or national or ethnic origins, religion or belief, sex, sexual orientation, pregnancy or maternity, marital or civil partnership status, gender reassignment, age, and disability (together known as "Protected Characteristics").

2. SCOPE AND LEGISLATION

All members of the School community are expected to comply with this policy and treat others with dignity at all times.

All parents are expected to support the aims of this policy and the School's ethos of tolerance and respect.

You must not unlawfully discriminate against or harass other people, including staff, job applicants, parents, pupils, suppliers and visitors. This applies in the school, outside of school (when dealing with suppliers or other school-related contacts), and on school-related trips or events including social events.

The following forms of discrimination are prohibited under this policy and are unlawful:

- Direct discrimination: treating someone less favourably because of a Protected Characteristic. Direct discrimination can include associative discrimination, where a person is treated less favourably because of their association with an individual with a Protected Characteristic, and perception discrimination, where a person is treated less favourably because of the mistaken belief that they possess a Protected Characteristic;
- Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others, and is not justified. Such a requirement would be discriminatory unless it can be justified;
- Harassment: this includes unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment is dealt with further in our Anti- Bullying Policy; and
- Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment. This includes where someone mistakenly believes that the person victimised has done so.

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

- Every child should have opportunities to achieve their full potential and the highest possible standards 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

This policy should be read in conjunction with the School's Anti-Bullying Policy, Behaviour, Discipline and Exclusion Policy, and Equal Opportunities Policy.

3.1 Addressing Racism and Xenophobia

The school is 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.

It is imperative that as a school we promote racial equality within all aspects of school life, including through our provisions for pastoral care, behaviour management and exclusion.

3.2 Responsibilities

The Governing Body is responsible for ensuring that:

- the school complies with legislation; and
- 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; and
- Ensuring that a written record is kept of any racial incidents.

All staff are expected to:

- Deal with racist incidents in accordance with this policy and school procedures;
- Know how to identify and challenge racial and cultural bias and stereotyping;
- Promote racial equality and good race relations;
- Not discriminate unlawfully including on racial grounds;
- Support pupils for whom English is an additional language;
- Incorporate principles of equality and diversity into their curriculum and ensure all materials used within the school are inclusive and free from racial bias and negative stereotyping; and
- Keep up to date with equality law and best practice by attending training and receiving information.

3.3 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 staff are given appropriate training on recognising and avoiding discrimination, harassment, victimisation, unconscious bias and promoting equality of opportunity and diversity. All staff have access to a selection of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

3.4 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.

3.5 Dealing with Racist Comments and/or Behaviour from Pupils

All incidents of racist behaviour by pupils should be referred to the Deputy Head Pastoral in the first instance or to the Head, in their absence. Once reported, a senior member of staff will, carry out an investigation into the matter.

The member of staff who witnessed the incident will also complete a record of the behaviour on CPOMS. This record will be automatically sent to the Head of Section, Deputy Head Pastoral and Head.

Where the investigation concludes that the racist behaviour and / or comments arose from naivety, this will incur intervention from, and discussion with the Form Teacher and / or Head of Section or Deputy Head Pastoral, as appropriate, together with informal parent contact.

If the comments or behaviour are 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 school's Behaviour, Discipline and Exclusion Policy. The table below indicates non-exhaustive examples of behaviour which the school may consider 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 because of their colour, religion or culture

All incidents of racist behaviour will also be discussed by the Full Governing Board, in order to review what happened and whether any further action is needed to support the children or to adapt our own policy and practice in light of lessons learned.

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.

3.6 Dealing with Racist Comments and/or Behaviour from Parents and Staff

All allegations of racist comments and / or behaviour from parents and / or staff will be taken seriously. The pupil, parent, visitor or other member of staff who witnessed the incident should report it to the Deputy Head Pastoral in the first instance or to the Head, in their absence.

Allegations made against staff will be investigated and dealt with by the School in accordance with the School's Disciplinary Policy.

Allegations made against parents will be investigated and dealt with by the School in accordance with the School's Parent Contract.

4. MONITORING AND REVIEW

We have a rolling programme of policy review and this policy will be reviewed every two years or earlier if necessary. As policies are reviewed and amended, we check that the principles listed above are properly considered and are embedded into both policy and practice.

