

Race, Equality and Cultural Diversity Policy



APPROVING BODY	Local Academy Board
DATE OF POLICY	November 2022
VERSION	4.0
SUPERSEDES VERSION	3.0
REVIEW DATE	November 2023
FURTHER INFORMATION / GUIDANCE	Race Relations Amendment Act 2000 Stephen Lawrence Inquiry report of 1999

LEGAL DUTIES

This School welcomes its duties under the Race Relations Amendment Act 2000, as also the recommendations to schools in the Stephen Lawrence Inquiry report of 1999. Accordingly, we are committed to:

1. Promoting good relations between members of different ethnic, cultural and religious communities, and a common sense of belonging.
2. Preventing and addressing racist behaviour and attitudes
3. Eliminating unlawful discrimination, and promoting equality of opportunity with a view to achieving equality of outcome.
4. Raising the community's awareness of differing cultures, religions and lifestyles.

GUIDING PRINCIPLES

Fulfilling the commitments listed above, we are guided by three essential principles:

Belonging

All pupils should feel that they belong to the school itself, to our neighbourhood and locality, and to Britain more generally.

Belonging involves a shared sense of having a stake in the well-being and future development of the wider community, and a sense that one is accepted and welcomed, and is able and encouraged to participate and contribute. Every pupil should develop the knowledge, understandings and skills they need for taking responsibility to help Britain flourish as a multi-ethnic democracy locally as well as nationally, and within the wider context of an interdependent world.

Identify

Significant differences of culture, outlook, narrative and experience are recognised and respected. Every pupil should be helped to develop a sense of personal and cultural identity that is confident but open to change, and receptive and respectful towards other identities.

Equality

All pupils are of equal value and should have equal opportunities to learn and to be successful. Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education. We are proactive in removing barriers to learning and success.



Equality and Achievement

THE CURRICULUM

We keep each curriculum subject or area under review in order to ensure that teaching and learning reflect the three principles in paragraph 2 above.

ETHOS AND ORGANISATION

We ensure that the principles listed above apply also to the full range of our policies and practices, including those that are concerned with:

1. Pupils' progress, attainment and assessment
2. Pupils' personal development and pastoral care
3. Teaching styles and strategies
4. Admissions and attendance
5. Staff recruitment and professional development
6. Behaviour, discipline and exclusions
7. Working in partnership with parents and communities.
8. Extra-curricular activities including travel.

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, for example anti-Semitism and Islamophobia, against Travellers, settlers, refugees and asylum-seekers.

There is guidance in the staff handbook on how racist incidents should be defined, recorded and dealt with.

We take seriously our obligation to report regularly to the LEA about numbers and types of racist incidents at our school and how they were dealt with.

RESPONSIBILITIES

The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support; and for taking appropriate action in any cases of unlawful discrimination.



Equality and Achievement

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support pupils in their class for whom English is an additional language and to incorporate principles of equality and diversity into all aspects of their work.

INFORMATION AND RESOURCES

We ensure that the content of this policy is known to all staff and Governors, and also, as appropriate, to all pupils and parents.

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

RELIGIOUS OBSERVANCE

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

ACTION PLAN

We draw up an annual action plan for the implementation of this policy, and for monitoring its impact.

BREACHES OF THE POLICY

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and Governing Body.

MONITORING AND EVALUATION

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.