

## **Racial Equality/Diversity Policy**

At the school we expect all staff to take the necessary steps to eliminate racial discrimination and to promote positive relationships between persons from different racial groups

It is acknowledged that this is a developing policy. This policy should be read in conjunction with the School's Equal Opportunities Policy.

### **Definition of a racist incident**

The School has defined a racist incident as "any incident regarded as such by the victim or anyone else".

### **Aims of policy**

- To work towards racial equality by ensuring that all pupils are able to learn in a safe and sensitive environment, which is conducive to effective learning which enables individuals to achieve their full potential.

### **We will:**

- Ensure that all pupils have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Ensure that all pupils are 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.
- Ensure all pupils develop the knowledge, understanding and skills that they need, in order to participate in Britain's multi-ethnic society, and in the wider context of an independent world.
- Commit to promoting equality of opportunity for pupils and staff.
- Commit to promoting race equality and good relationships between members of different racial, cultural and religious groups and communities.
- Commit to preventing and opposing racism and racial harassment within the school community.
- Commit to monitoring and reporting racist incidents and provide support to those who are victims of racist incidents or racial harassment. Forms reporting Racist Incidents attached.
- Take appropriate action against those individuals who are responsible for racist incidents.
- Commit to setting systems in place to monitor all aspects of the school's functions to ensure that no group is unfairly discriminated against.

## Promoting race equality and race relations

- Ensure that we are proactive in promoting race equality and good race relations through whole school ethos, modelling of behaviour by staff and through curriculum content, eg PSHCE and Humanities Schemes of Work.
- Ensure that we create a positive atmosphere of mutual respect, understanding and trust amongst pupils from different ethnic backgrounds.
- Ensure that we prepare pupils to be active members of a cultural diverse society.
- Ensure that we respect the religious beliefs and practices of all staff, pupils and parents' carers and comply with all reasonable requests relating to religious observance and practice.

This policy, its impact and effectiveness will be reviewed at least once a year.

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### Policy review

This policy document will be reviewed by the Executive Headteacher on an annual basis to ensure it is up to date with current legislation and best practice.

Date approved: April 2014

Date last reviewed: September 2024

Next review (or before): September 2025

Signed: 

Position: Education Director

## **Staff Acknowledgement**

In signing this document I am confirming I have read the information and have an understanding of the procedures outlined within the information provided.

I have had the opportunity to discuss this document with a Senior Leadership member of staff to gain further clarity.

I also know that if I feel I need further guidance I know I can access through the Executive Headteacher.

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