

CANOLFAN ADDYSG Y BONT
SCHOOL POLICY ON RACE EQUALITY AND CULTURAL DIVERSITY



During their lives, young people are very likely to meet and interact with people from a variety of communities, and from different cultures and backgrounds. In this context, schools have a very important part to play in increasing the understanding, fostering respect and appreciation pupils have of cultural differences between people and races.

The school welcomes its legal duties under the Race Relations Act (Amendment) 2000 + 2011. 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.

Guiding principles

In fulfilling our legal duties listed above, we must bear in mind the pupils very special needs and that they can not be expected to understand every concept. However we will be guided by three essential principles:

- 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.
- Every pupil 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 pupil should within their ability, develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

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

- Pupil's progress, attainment and assessment
- Behaviour, discipline and exclusions
- Pupil's personal development and pastoral care
- Teaching and learning
- Admissions and attendance
- The content of the curriculum
- Staff recruitment and professional development.

Addressing racism

The school is opposed to all forms of racism, including those forms that are directed towards religious groups and communities.

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.

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.

Putting Policies into Practice

Every effort will be made to ensure:

- That the curriculum draws on the cultural backgrounds and experience of all the pupils and enables the pupils to identify, challenge and deal with racism, tendencies, prejudices and stereotypes.
- That advantage is taken of the skills, experience and expertise of people from the local minority communities to enrich the school curriculum.
- That the composition of groups, sets and strains of pupils are examined carefully to ensure racial balance and equality.
- That any assessment materials are examined prior to buy in case they include material which is culturally unsuitable.
- That the educational linguistic needs of pupils who have more than one language are recognised.
- That teachers take advantage of every opportunity to co-operate in supporting and working with individual pupils (e.g. class teachers working closely with language support teachers).
- That class resources allow pupils from ethnic groups to have equal access to the curriculum.
- That images of people from a variety of ethnic groups and their cultural backgrounds are displayed within the school.

- Those tasks are set which raise pupil awareness of different cultures and which consistently challenge prejudices and stereotypes.
- That classroom management include positive steps to ensure that respect and trust develops between pupils from different ethnic groups.

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.

Policy adopted on September 2014

Review Policy by September 2016

Signed (Chair of Governors) G.Pritchard
_____:

Signed (Headteacher) A.Huws
_____: