

# Canolfan Addysg Y Bont



## Race Equality Policy

### School policy on Race Equality and Cultural Diversity

During their lives, young people are very likely to meet and interact with other people from various communities, and from different cultures and backgrounds. In this context, schools have a very important part to play in increasing understanding, fostering the respect and appreciation of pupils of the cultural difference that we have as peoples and nations.

Our school welcomes its legal duties under the Race Relations (Amendment) Act 2000. We are committed to:

- Promote equality of opportunity
- Promote good relations between members of different racial, cultural and religious groups and communities
- Eliminate unfair differences in all forms

### Guiding Principles

In carrying out the legal duties listed above, we are guided by three key principles:

- All pupils should be provided with opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their lives and education.
- All pupils should be supported to develop a sense of personal and cultural identity that is confident and open to change, and is willing to accept and respect other identities.
- All pupils should develop the knowledge, understanding and skills they need to participate in a European multi-ethnic society.

### School policies and practice

We ensure that the principles listed above apply to the full range of policies and practices that we have, including those relating to:

- Pupil progress, attainment and assessment
- Behaviour, discipline and exclusions
- Pupils ' personal development and pastoral care
- Teaching and Learning

- Access and attendance
- Curriculum Content
- Recruitment and professional development of staff
- Partnerships with parents and communities.

### Dealing with racism

The school is opposed to racism in all its forms, including those which are aimed at religious groups and communities.

### Responsibilities

The governing body is responsible for ensuring that the school complies with legislation and that this policy and its relevant regimes and strategies are implemented.

The head teacher is responsible for implementing the policy; Ensure that all staff are aware of their responsibilities and receive appropriate training and support; and takes suitable action in the event of unlawful discrimination.

All members of staff are expected to deal with racist incidents that may arise; To know and recognise and challenge racial and cultural bias and stereotyping; Supporting pupils in their class who speak English as an additional language; and to embed the principles of equality and diversity into all aspects of their work.

### Implementation of policies

- The curriculum draws on the cultural backgrounds and experiences of all pupils and equips pupils to recognise, challenge and deal with racism, prejudices and stereotypes.
- The skills, experience and expertise of people from local minority communities are exploited in order to enrich the school curriculum.
- The composition of groups, sets and streams of pupils will be looked at in detail to ensure equality and racial balance.
- Any assessment materials are examined prior to use in case they contain culturally unsuitable material.
- The linguistic and educational needs of children possessing more than one language are recognised.
- Teachers take advantage of every opportunity to work together in maintaining and working with individual discretely (e.g. class teachers working closely with language support teachers).

- The classroom's resources allow pupils from ethnic groups to have equal access to the curriculum.
- Positive images of people from diverse ethnic groups and their cultural backgrounds are displayed within the school.
- Tasks that raise pupils ' awareness of different cultures and which consistently challenge prejudices and stereotypes are set.
- Classroom management includes positive steps to ensure that respect and trust develop between pupils from different ethnic groups.
- Pupils from different ethnic groups are encouraged to work together naturally within the classroom.

#### Information and resources

We ensure that all staff are aware of the content of this policy, and also as appropriate, of all pupils and parents.

Each member of staff will have access to resources that discuss and explain the concepts of race equality and cultural multiculturalism in appropriate detail.

#### Religious conservation

We respect the religious beliefs and practices of each member of staff, pupil and parent and accord with reasonable wishes relating to religious affiliation and practice.

#### Breaches of the policy

Breaches of this policy will be dealt with in the same way as breaches of other school policies, as determined by the head teacher and governing body.

#### Monitoring and evaluation

We collect, study and use quantitative data that relate to the implementation of this policy, and make changes as appropriate.

Policy adopted on September 2022

Signed (Chair of Governors) Mr Peter Davies OBE

Signed (Headteacher) Mr Andreas Huns