



RACIAL EQUALITY AND CULTURAL DIVERSITY POLICY

Approved on behalf of Governing Body:

(Chair of Governors)

Approved on behalf of School:

(Headteacher)

December 2022

Review Date: December 2024

Policy for Racial Equality and Cultural Diversity

Rationale:

Embedded in the Race Relations (Amendment) Act, November 2000 and the Code of Practice on the Duty to Promote Racial Equality, March 2002 is the requirement that all public bodies, including schools have regard to:

'The need to eliminate unlawful racial discrimination and to promote equality of opportunity and good relations between different persons from different racial groups.'

At Nether Stowey School we believe in promoting equality for all members of the school communities. We value all people, regardless of race, colour, nationality, ethnicity, language, culture or religion.

Racism includes what is commonly called 'prejudice'. In the context of race it includes holding stereotyped notions about the qualities and abilities of different racial groups, and allowing these notions to influence your attitude and/or behaviour towards individuals.

Racial attitudes and behaviour can occur within any group. It is important to be vigilant in school and to counter any forms of racism.

Racist behaviour in school include:

- Racist name calling.
- Hostile, insulting or contemptuous reference to:
 1. A child's clothing or dietary requirements, which are prescribed by his/her religion.
 2. A child's religious or social practices where these are part of the child's inherited culture.
 3. A child's name.

Bullying (including physical abuse and threat of physical abuse or other intimidation) based on racism

It is important to stress the Somerset context. It is true that our situation is quite different from that of an inner city or what we normally understand as a multicultural environment. But that does not mean 'there is no problem here'. The regulations go out of their way to reinforce the need for action even if there is no one from an ethnic minority group in your school or local community.' This not only refers to tracking attainment and other outcomes from a racial equality perspective but also highlights our responsibility to extend the cultural experience of our pupils and broaden their understanding of our multicultural society.

Within Nether Stowey School, we aim to:

- Enable the needs of all pupils to be met so that they reach their full potential and school standards are raised.
- Remove inequalities between minority groups in their achievement and progress and also in their experience of disciplinary measures, admissions or assessments.
- Create a positive and inclusive atmosphere where there is a shared commitment to respect diversity, where racism is challenged and prevented and good relationships are encouraged.
- Prepare pupils for their role as citizens in a multi-ethnic society.
- Make fullest use of the skills and experience of different perspectives within the wider community for the benefit of pupils and the school.
- Lead by example: treat each other equally, with dignity and respect and seek to promote race equality at all times by eliminating any racial discrimination. Fostering equality of opportunity and promoting good race relations.

Dealing with Racist Behaviour:

The best way to resolve conflict is to raise awareness. Consideration of others feelings should be at the forefront of our work in this area,

At Nether Stowey School we all endeavour to:

1. Be clear in our understanding that racial harassment is totally unacceptable in all forms at all levels
2. Recognise that racial harassment, although unacceptable, remains a part of life for many pupils and their families.
3. Deal swiftly and sensibly with all incidents of such harassment in accordance with the school's behaviour policy.

Linking Racial Equality and Cultural diversity to other policies

This policy should be read in conjunction with our policies, especially those for

Equal Opportunities
Behaviour
Teaching and Learning
RE and collective worship
The School Aims and our procedures for Self Evaluation

- We will integrate our race equality policy and practice into relevant areas of school life in order to fulfil our aims and meet the needs of pupils from different cultures and backgrounds.
- As they are reviewed, we will ensure policies and practice will be informed by the need to promote cultural diversity and race equality
- Our curricular and extra-curricular activities will be available to all pupils, irrespective of their background.

We will ensure that pupils are treated fairly through our arrangements for

- Maintenance of a positive and inclusive ethos, whole school philosophy, character and values
- Pupil admissions and transfer procedures
- Monitoring progress and assessments, including attendance
- Raising levels of pupil achievement
- Planning and delivering the curriculum, teaching and learning (including language and cultural needs)
- Pupil behaviour, rewards and discipline, including exclusion and bullying
- Care, guidance and support
- Staff recruitment and selection, training and career development
- Parental/community involvement

Roles and Responsibilities

Governors:

- The Education Committee is responsible for the monitoring of aspects of this policy.
- The governors are responsible for ensuring that the school complies with the Race Relations Act 1976.

Governors should be aware, that our school needs to encourage awareness of racial tolerance and cultural diversity in our pupils. Observations made during their visits to the school, reports from staff, Head teachers' reports, policy reviews etc, over a period of time, reflect the aspirations of this policy.

Headteachers are

- Responsible for ensuring that the policy is easily available
- Ensuring that the procedures are followed
- Providing feedback to staff and governors
- Ensuring training opportunities are taken
- Taking appropriate action in cases of racial harassment and discrimination.

All staff

- Are responsible for dealing with racial incidents and should recognize racial bias and stereotyping
- Should promote equal opportunities and good race relations, they should avoid discrimination against anyone for reasons of race, colour, nationality or national origins
- Should keep up with the law on discrimination and take up training opportunities when available

Visitors and contractors

- Are responsible for knowing our race equality policy.

Breach of policy

- It is our corporate responsibility to ensure full support and endorsement of the race equality policy.
- We will encourage an atmosphere in which discussion of issues and the open reporting of incidents can take place
- Incidents of inappropriate behaviour or language will be tackled by staff seriously
- We will provide sensitive and structured support for victims of racism.
- Pupils who have committed racial abuse or behaviour will be appropriately dealt with.

Review, assessing and monitoring

An annual review of race equality issues will be undertaken annually as part of the School Self Evaluation procedure.

If appropriate, the reviews will lead to development strategies for tackling unjustified disparities in attainment and progress.

Promotion

- We will promote discussion within our school community to raise awareness of the need for race equality and to determine and refine our policy and practice. This may be through assembly, and PSE within each class.
- Through our policy we hope to broaden the understanding of staff, governors and pupils of our multicultural society and the need to challenge inequality.