

BARLBOROUGH PRIMARY SCHOOL POLICY

FOR RACE EQUALITY AND CULTURAL

DIVERSITY - January 2020

Legal Duties

The school welcomes its duties under the Equality Act 2010, which replaced all existing equality legislation from 1st October 2010, such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It has consolidated this legislation and also provides some changes that schools need to be aware of.

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 the duties listed above, we are guided by three 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 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.

The Full Range of School Policies and Practices

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

- pupils' progress, attainment and assessment
- behaviour, discipline and exclusions
- pupils' personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities

Addressing Racism and Xenophobia

The school is opposed to all forms of racism and xenophobia, including those forms which are directed towards religious groups and communities, for example Islamophobia, and against travellers, refugees and asylum-seekers.

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; and to incorporate principles of equality and diversity into all aspects of their work. Any such incidents will be reported to the headteacher (or the deputy in her absence) and logged appropriately.

Information and Resources

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

Religious Observance

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

Action Plan

We review the implementation of this policy, monitor its impact and draw up action plans as necessary.

Breaches of the Policy

Breaches of the 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.