

## **Race equality and cultural diversity**

### **1. Legal duties**

Roade Primary School is committed to:

- promoting equality of opportunity;
- promoting good relations between members of different race, culture and religious groups and communities;
- eliminating unlawful discrimination.

### **2. Guiding principles**

In fulfilling our legal duties listed above, we are 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 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.

### **3. The full range of school policies and practice**

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

### **4. Addressing racism and xenophobia**

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

### **5. 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 head teacher 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 should be aware of, and follow, set procedures for dealing with racist comments and incidents in school.

### **6. Information and resources**

Reviewed November 2010

To be reviewed annually

Next review November 2011

Staff responsible: Headteacher

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. The learning environment should stimulate learning for all, reflecting a multi-cultural society.

#### **7. 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. While our school respects symbols of a religious nature, it does not permit clothing that covers the face.

#### **8. Breaches of policy**

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

#### **9. Monitoring and evaluation**

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and make adjustments as appropriate.

Reviewed November 2010  
To be reviewed annually  
Next review November 2011  
Staff responsible: Headteacher