



# Race Equality & Cultural Diversity Policy

Reviewed by: Pay & Staffing Committee

Version: 1

Adopted by FGB on: 27<sup>th</sup> November 2006

Signed by: R Moore (Chair of Governors)

# YSGOL TREFFYNNON

## RACE EQUALITY & CULTURAL DIVERSITY POLICY

### **1. Legal duties**

This school welcomes its duties under the Race Relations Act (Amendment) 2000. The school is already committed to:

- promoting equality of opportunity (see separate policy in this respect)
- promoting good relations between members of different racial, cultural, linguistic and religious groups and communities
- eliminating unlawful discrimination.

### **2. Guiding principles**

In fulfilling its legal duties listed above, the school is guided by three fundamental 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, understanding 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 will strive to carry forward these principles within the constraints of funds and resource available.

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

The school aims to 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/ communities, travellers, refugees and asylum-seekers.

#### **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 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
- to incorporate principles of equality and diversity into all aspects of their work.

All racist incidents must be reported to the Headteacher.

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

The Headteacher will 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 (these are stored in a filing cabinet in the Upper Staffroom).

#### **7. Religious observance**

The school respects the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

## **8. Action plan**

The Headteacher will draw up an annual action plan for the implementation of this policy, and for monitoring its impact. This will be incorporated within the School Development Plan.

## **9. 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.

Appropriate policies in this respect are:

- Pupil discipline and behaviour policy.
- Discipline procedure for school-based staff.
- School complaints procedure.
- Grievance procedure for school-based staff.

## **10. Monitoring and evaluation**

The school will collect, study and provide on request quantitative and qualitative data relating to the implementation of this policy and practice, making adjustments as appropriate.

Monitoring and evaluation will operate on an annual basis and a report should be provided at the end of each school year.

