



Witton Middle School

Race Equality and Cultural Diversity Policy

Statement of Intent

Witton Middle School embraces and celebrates diversity and is committed to promoting equality of opportunity for all pupils, staff, parents, carers and other users of our site regardless of ethnicity, gender or disability. This Policy is in line with the recommendations of the Equality Act 2010 and takes into account the disabilities and special education needs, age, nationality, ethnicity, race, colour, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity of the children and staff at Witton Middle School and its community.

The Policy sets out how we will meet these duties as a school by:

- Promoting equality of opportunity regardless of disability, ethnicity or gender (including gender reassignment).
- Eliminating unlawful discrimination of any kind.
- Eliminating harassment related to disability, ethnicity or gender (including gender reassignment).
- Promoting positive attitudes towards disabled people.
- Taking steps to ensure that disabled pupils' needs are met even if this means more favourable treatment (see Inclusion Policy).
- Making sure staff know who to contact should they have a concern.

1. Race Equality and Diversity

In all aspects of our work we aim to:

- eliminate unlawful racial discrimination;
- promote racial equality of opportunity;
- promote and encourage good relations between people of different racial, cultural, gender and religious groups and communities.

2. Practice

Admissions

The school follows the LA Admissions Policy.

Registration

Pupils' names should be accurately recorded and correctly pronounced. Pupils should be encouraged to accept and respect names from other cultures.

Discrimination

Pupils

- The school will work with children and their parents/carers to develop an understanding of what is acceptable for people living in today's world.
- The school will always acknowledge the impact on the person who has been discriminated against.
- All forms of discrimination by any person within the school, will be treated seriously. Racist symbols, badges and insignias on clothing and bags are forbidden in school. Graffiti shall be immediately removed.
- Thorough immediate investigations will take place and proper records (following LA Guidelines) will be kept of such incidents. It will always be made clear to offending individuals that such behaviour is unacceptable and that there will be appropriate sanctions.

- LA procedures for the investigation and reporting of racial harassment shall be followed and reported to the Headteacher and Inclusion Administrative Assistant who will maintain a central log, respond and monitor future incidents.
- Serious consideration should be given to informing parents/carers of any incidents.
- Repeated racist incidents or a single serious incident may lead to consideration under safeguarding children procedures.
- If any racial or homophobic bullying takes place, a strong message of what is expected of the whole school community will be given to the whole school.

Staff

- The school values diversity amongst the staff.
- In all staff appointments, the best candidate will be appointed, based on strict professional criteria.
- There will be no discrimination relating to age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership or pregnancy and maternity.

Religious Observance

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

3. The Curriculum

All pupils must have access to the school's curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive.

4. Language

- The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families.
- Pupils and staff must feel that their language and dialect is valued. They should therefore be allowed to use their home language in school, but never use it to exclude others.

5. Resources

The school's aim is to provide for all pupils according to their individual needs. Whenever possible, staff must ensure that the resources used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups. Variety should be evident in the morals, stories and information offered to children. Pupils should have access to accurate information about similarities and differences between cultural groups.

(see Appendix 1 for Equality Scheme 2014-2017)

Prepared by:	<i>Headteacher</i>	Responsibility of:	<i>Headteacher</i>
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<p>This document was prepared giving due regard to the disabilities and special education needs, age, race, religion or belief, sex, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity of the children and staff at Witton Middle School and its community.</p> <p>This Policy appears on the School's website.</p>			