



RACE, EQUALITY, AND CULTURAL DIVERSITY POLICY

Responsibility	Zoe Budding
Date of last review	July 2019
Date of next review	July 2021

Perschore High School fully recognises its responsibilities for safeguarding children. This policy is to be read in conjunction with the Safeguarding Children Policy.

1. General statement of policy

The governors and staff of Perschore High School are committed to enabling all our students to fulfil their potential. We will treat all members of our school community equally whatever their heritage and origins. We will recognise and celebrate diversity in our community. We will not tolerate racial harassment and discrimination.

2. Legal duties

Perschore High School welcomes its duties under the Race Relations (Amendment) Act 2000. We are committed to:

- promoting equality of opportunity
- promoting good relations between different racial, cultural and religious groups and communities
- eliminating unlawful discrimination

3. Guiding Principles

In fulfilling our legal duties, listed above, we are guided by three essential principles:

- All students should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- As a school we will strive to ensure that the culture and ethos of the school community are such that, whatever their heritage and origins, everyone in the school is valued and treats other students with respect at all times
- All students should be provided with opportunities to experience, understand and celebrate diversity in order to 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

4. School policies and procedures

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

- student attainment and progress (including assessment, recording and reporting)
- curriculum, teaching and learning (including language and cultural needs)
- pastoral care and guidance (including careers education and guidance)
- school aims and ethos
- student behaviour, discipline and exclusion
- racism and harassment
- admission and transfer procedures

- staff recruitment, retention and career development
- membership of the Governing Body
- School improvement

5. Implementation, evaluation and monitoring

- The Headteacher will have overall responsibility for the evaluation, review, revision and implementation of this policy and related procedures.
- He will ensure that the annual School Improvement Plan includes evaluation and targets for promoting racial equality and cultural diversity.
- He will ensure that the School Prospectus contains a statement on Racial Equality and Cultural Diversity including the unacceptability of racial harassment
- He will report to governors who will, in turn, include details of the policy and its implementation in their Report to Parents.
- The Assistant Head (Pastoral) will be responsible for the day-to-day management of the policy and will promote the policy to staff and students.
- All staff will be expected to be acquainted with the policy and to abide by its guiding principles, especially to ensure that all students are encouraged to fulfil their potential and that the special needs of students are recognised and met.
- The Deputy Head responsible for teaching and learning will promote racial equality and cultural diversity in teaching and learning, and encourage strategies that will prevent under-performance by students from ethnic minorities

6. Racial Harassment

- The school will follow Worcestershire County Council's guidance for schools on racial harassment
- All incidents of alleged harassment on grounds of race, religion or culture will be investigated and recorded
- The Headteacher will ensure that such incidents are reported to the LEA
- He will inform the Chairman of Governors of individual cases where he deems this to be necessary
- His termly report to governors will include reference to incidents of racial harassment and outcomes as appropriate
- The Headteacher will determine, from analysing the record of incidents of racial harassment, what actions need to be taken to prevent racial harassment
- The school's Citizenship, PSHE and Religious Studies programmes, as well as assemblies, will convey to students that racial harassment and discrimination are unacceptable

8. In the event of this policy not being followed

It will be for the Headteacher, in consultation with governors, to act urgently to remedy matters and act on any advice received from external agencies such as the County Council, OFSTED and the Commission for Racial Equality.