

**MEADOWBROOK
COLLEGE
RACE EQUALITY AND
CULTURAL DIVERSITY
POLICY**

Reviewed July 2014

Meadowbrook College Policy for Race Equality and Cultural Diversity

1. Introduction

Under the Race Relations (Amended) Act every school in Britain is required to prepare and maintain a written race equality policy. Meadowbrook College welcomes its duties under this Act.

2. Aims

The Meadowbrook College programme is committed to:

- Promoting equality of opportunity.
- Promoting good relations between members of different racial, cultural and religious groups and communities.
- Eliminating unlawful discrimination.

3. Guiding principles

The content of this policy is known to all staff and also, as appropriate, to all pupils and parents.

In fulfilling its legal duties and aims 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.

4. Policy into practice

It is ensured 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

5. Responsibilities

The LEA and Headteacher are responsible for ensuring that the Meadowbrook College programme 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

6. Information and resources

It will be ensured that the content of this policy is known to all staff 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.

7. Addressing racism and xenophobia

Meadowbrook College is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities, for example Islamophobia, and against Travellers, refugees and asylum-seekers.

8. Religious observance

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

9. Action plan

Meadowbrook College will draw up an annual action plan for the implementation of this policy, and for monitoring its impact.

10. Monitoring and evaluation

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

11. Breaches of the policy

Breaches of this policy will be dealt with in the same ways that breaches of other Meadowbrook College policies are dealt with, as determined by the Headteacher and LEA.