



Policy/Author: M Sidebottom
Racial Equality & Cultural Diversity

Version: 2

Date: December 2022

Review Date: November 2023

Principal

Ratified by Trust on: March 2023

Chair of Trustees



Current version	Previous version	Summary of changes made
December 22	October 21	None



Smithills School values the racial, cultural and religious diversity of its pupils and workforce. Fundamental to the school’s mission is the successful preparation of all pupils for adult life in a multicultural society. The rich diversity of the school population is thus seen as a positive benefit in fulfilling this mission. Smithills School is committed to working towards racial equality and to combating racist discrimination and racist harassment.

PURPOSES

1.	The policy sets out how the school will: <ul style="list-style-type: none"> ➤ Challenge racist attitudes and racist harassment ➤ Deal with racist incidents ➤ Promote cultural diversity ➤ Monitor ethnicity, ethnic participation, standards and achievements ➤ Promote a school where all pupils feel included and equally valued
2.	This policy covers members of all ethnic and national groups represented in the school and wider community.
3.	This policy links with the school’s policies on Equal Opportunity and Anti-Bullying, and is to be communicated to pupils, parents, teaching staff, support staff, all members of the Governing Body, job applicants, school visitors, contractors and service providers.

GUIDELINES

1.	Racism is seen as part of bullying and therefore pupils have an ‘Anti Bullying Policy’ which is promoted within the Pupil Planner, and which is also available to all staff.
2.	Reporting racial incidents – any incidents deemed to be racial by the pupils or staff concerned are logged on SIMS and report to the Vice Principal.
3.	<ul style="list-style-type: none"> ➤ Assessment and Monitoring Procedures – which will: <ul style="list-style-type: none"> • Evaluate the school’s effectiveness in providing an appropriate curriculum for pupils from all ethnic groups • Monitor attainment and progress in individual subjects and identify unjustified disparities between particular ethnic groups
4.	<ul style="list-style-type: none"> ➤ Teaching Methods – which will: <ul style="list-style-type: none"> • Take account of the needs of pupils from different ethnic groups • Encourage positive attitudes to ethnic difference, cultural diversity and racial equality • Ensure that the curriculum draws on areas of interest to pupils of all ethnic groups • Promote racial equality, ethnic diversity and challenge racism and discrimination in all areas
5.	<ul style="list-style-type: none"> ➤ Teaching Resources – which will: <ul style="list-style-type: none"> • Be inclusive of all groups



	<ul style="list-style-type: none">• Promote a greater understanding of cultural diversity• Meet
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6.	<ul style="list-style-type: none">➤ A Whole School Approach – which will:<ul style="list-style-type: none">• Recognise the importance of language to a person’s sense of identity and belonging• Recognise diversity as having a positive role to play within the school• Promote active links with external organisations dealing with racists incidents• Emphasise full participation and commitment
7.	<ul style="list-style-type: none">➤ A Partnership Approach – which will:<ul style="list-style-type: none">• Actively inform parents of their child’s progress• Encourage involvement of ethnic minority parents in school• Provide equal access to the school’s premises and facilities to all ethnic groups• Encourage active links with ethnic minority community groups
8.	<ul style="list-style-type: none">➤ Recruitment and Selection Procedures- which:<ul style="list-style-type: none">• Are consistent with the statutory race relations Code of Practice in Employment• Encourage people from under represented ethnic minority groups to apply for positions at all levels in the school
9.	<ul style="list-style-type: none">➤ Professional Development Procedures – which will:<ul style="list-style-type: none">• Provide regular and systematic training programmes on racial equality issues to staff and governors• Take proactive steps to identify, support and provide opportunities for the professional development of staff from all ethnic groups