

Multi Cultural And Racial Equality Policy

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Approved By	
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Notes	



Woodland Grange Primary School

Aiming high to achieve excellence and success by working together.

This policy should be read in conjunction with the Governors' policy statement of Equal Opportunities and our Inclusion Policy.

Introduction

Multicultural education is an attempt to help children in all schools to be appreciative of the diversity of cultures in our society and the world at large. At Woodland Grange we encourage mutual respect and understanding and ensure that children are taught to value each other's strengths and gifts, irrespective of family background.

This policy reflects the general and specific duties on schools and colleges, featured in the Race Relations Act 1976 as amended in the Race Relations (Amendment) Act 2000.

As a Leicestershire school we subscribe to the County Council definition and objectives for promoting race equality, which states

'Education should prepare people for life in the wider community and must help all people to develop attitudes and ways of behaving which are appropriate to living in a society which wishes to eradicate racial prejudice and the social scars it produces. We therefore, recognising that Leicestershire is a pluralist society and part of a country of many cultures, identify the major objectives of developing the education service in a multicultural society.'

Objectives

To prepare children to meet, live and work with people from different cultural, linguistic and ethnic backgrounds in an atmosphere of tolerance and cooperation.

All children should develop respect, understanding and appreciation of their own and others cultural and linguistic heritage through education.

We will build children's self-esteem and confidence by challenging stereotypes and prejudices in the school.

Our Aims.

We will:

- Provide equal opportunities for all
- Create an environment which challenges racist attitudes and behaviour
- Build and encourage self-esteem
- Offer a varied curriculum which encompasses cultural diversity
- Provide a variety of resources and materials which aid and promote a multicultural curriculum

Teaching and Learning

The class teacher is responsible for ensuring the needs of ethnic minority children are met. If there is a specific area of concern the Headteacher and Co-ordinator will be made aware.

Teachers will plan cross-curricular activities, which ensure that topics reflect pupils' cultural backgrounds as appropriate. Pupils will be given opportunities to participate in, experience and enjoy the diversity of our multicultural society.

Staff will be encouraged to incorporate principles of equality and diversity into all aspects of their work.

Governors and all staff are responsible for ensuring that all parents and carers are aware of the schools multicultural and anti racist aims.

The curriculum is central to our work in promoting race equality. All curriculum areas understand that they can make a contribution to the celebration of diversity and developing understanding about the nature of society. We also recognise the opportunities offered by the curriculum to develop an understanding of injustice, prejudice and discrimination. These elements will continue to be a feature of our curriculum planning.

Assessment and Monitoring

The Co-ordinator will liaise with the Assessment Co-ordinator in order to monitor achievement levels of different groups of children. This information will be used to target specific groups who appear to be under achieving.

Racist Incidents

We recognise that racist incidents can take a number of forms and include:

- Verbal and physical assault
- Display of racist pictures or graffiti
- Rejection or isolation of someone because of their ethnicity
- Unwelcome comments, jokes based on ethnicity, colour or culture
- Deliberately mispronouncing names
- Stereotypical comments during discussion
- Making negative comments about appearance, clothing, food, language, accent, family, culture, religion, country of origin
- Withdrawing from work which relates to the experience of other cultures
- Parents will be involved in discussions following any serious or repeated incidents.

A system is in place that addresses racist incidents occurring in school. A copy of the guidelines is posted in each classroom for all staff and children to see.

Staff are responsible for challenging racist behaviour in line with our policy.

Should a racial incident occur, the Head teacher must be informed so this type of incident can be recorded and monitored. The governors in turn will report these annually to the LA.

Strategies to Promote Multicultural Education

Staff and Governors will actively promote opportunities for pupils to:

- Feel confident in sharing ideas and experiences
- Be able to solve differences without referring to cultural or religious background
- Understand why we don't tolerate anti-racist behaviour and why procedures are in place for this.
- Staff should know how to deal with racist incidents and how to identify them.

The Co-ordinator will monitor and establish a bank of resources, which reflect a multicultural society, e.g. books, videos and photos. The school will provide diverse cultural experiences for the children by arranging:

- Visits to museums, exhibitions, art galleries
- Visitors to the school to share knowledge
- Multicultural displays
- Opportunities to respond to music, literature, art and dance from different cultures
- Opportunities to celebrate and share experiences of festivals from a variety of religions.

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.

Data will be processed to be in line with the requirements and protections set out in the General Data Protection Regulation.