

## **Race Equality and Cultural Diversity Practice Procedure**

### **Introduction**

It is essential that we educate children to accommodate differences in others, recognise and deal with their own prejudices and come to a real appreciation of the positive aspects of living in a multi-race/ multi-faith society. This is particularly important on the Isle of Wight, which is predominantly a monocultural community. The development of attitudes, values and beliefs should not be underestimated as these aspects of learning have a considerable influence on relationships and citizenship.

### **Legal duties**

The school welcomes its duties under the Race Relations (Amendment) Act 2000.

We are committed to:

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

### **Religious observance**

We respect the religious beliefs and practices of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

### **Context**

A number of strategies are used to achieve our aims:

- students are given information about the practical differences between people.
- students are encouraged to take an interest in current affairs and see issues from different perspectives.
- opportunities for students to meet people from other cultural backgrounds are organised via assemblies, visitors and school visits.
- students are encouraged to take a vigilant stance about prejudice in the same way that they are about bullying or any other anti social behaviour.

### **Monitoring and evaluation**

The governing body will ensure that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The headteacher will implement 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 case 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; and to incorporate principles of equality and diversity into appropriate aspects of their work.

### **Breaches of the policy**

Breaches of this policy will be dealt with via the subject teacher and then the Progress and Achievement Leader. Serious breaches will be dealt with by the Progress and Achievement Leader in

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conjunction with the Assistant Headteacher, Student Support. All racist incidents will be reported to County Hall.

**The policy will be monitored and evaluated through:**

- group discussions in citizenship/PSHE
- task groups selected for the purpose
- work with group tutors and year heads.