



## **St Anne's School and Sixth Form College**

### **Race Equality Multicultural Education Policy**

This policy was adopted in the Summer Term 2013 and updated Autumn 2018.

#### **1. INTRODUCTION**

The students and staff of St. Anne's form a multicultural society. To enable each person to gain maximum benefit from their education St Anne's must eliminate inequality or bias based on race, religion or culture & positively recognize the contribution of a multicultural approach.

#### **2. FUNDAMENTAL PRINCIPLES**

1. To ensure that a comprehensive education is offered to all pupils irrespective of their race, religion, language and cultural background.
2. To recognise, value and record the full range of pupils' achievements.
3. To bolster self-esteem and self-regard in all pupils.
4. To ensure that pupils' value and respect others for their differences as well as their similarities.
5. To foster harmony and tolerance of others, irrespective of race, language, cultural background and religious values.
6. To eliminate any kind of racial discrimination, prejudice or harassment & to refuse to tolerate those who indulge in such practices, whether verbal, physical or institutional.

#### **3. GUIDELINES**

1. St. Anne's will constantly review its practices and procedures to ensure ALL pupils have equal rights, equal opportunities and equal access to a full and comprehensive education.
2. Teaching and learning materials will be regularly monitored to ensure they are bias free and reflect the cultural background and lifestyles of our pupils.
3. Departmental schemes of work where relevant will make explicit statements on how their teaching and learning does not confine itself to the white European tradition.
4. Induction programmes for staff and INSET provision generally will address issues relating to this policy.
5. The school rules will include statements relating to this policy.
6. All staff must be clear in their support for victims of racist incidents and the school will deal effectively with the perpetrators within procedures laid down.
7. Positive action will be taken by the school, through its stated aims, publications, assemblies, and curriculum, to promote a culture that values and respects all pupils and reflects a wide variety of cultural backgrounds.

8. All pupils will be encouraged and supported to take a full and active role in school life, including the full range of extra-curricular activities.

#### 4. CONCLUSION

This policy is to be viewed in conjunction with St. Anne's Equal Opportunities Policy and should be making a positive contribution to the school's caring culture.