

# Libanus Primary School



## Race Quality and Cultural Diversity Policy

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Man gwyrddach i fyw, gweithio ac ymweld





## **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.

## **Guiding principles**

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have the opportunity to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every pupil should be encouraged to develop a sense of personal and cultural identity and be receptive and respectful towards other identities.
- Every pupil should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

## **The full range of school policies and practice**

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

## **Addressing racism and xenophobia**

The school 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.

## **Responsibilities**

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures 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 any racist incidents that may occur and to support pupils in their class for whom English is an additional language and to incorporate principles of equality and diversity into all aspects of their work.

## **Information and resources**

We ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents.

## **Religious observance**

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

## **Breaches of the policy**

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the headteacher and governing body.