




# Equal Opportunities, Race and Cultural Diversity Policy

*November 2023*

Responsibility	Head Teacher
Date of Next Review	November 2024

Signed:   
Chair of Governors

Signed:   
Head Teacher

Dated: 1<sup>st</sup> November 2023

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The Aspire Academy fully recognises its responsibilities for safeguarding children. This policy is to be read in conjunction with the Safeguarding Children (including Child Protection) Policy, September 2023; Keeping Children Safe in Education, September 2023, [Working Together to Safeguard Children, July 2018, most recent update at date of policy February 2019](#) and [hr Improvement and Information Guidance Equality and Diversity Policy](#).

## **1. General statement of policy**

The governors and staff of The Aspire Academy are committed to enabling all our pupils to fulfil their potential. We will treat all members of our school community equally whatever their heritage and origins. We will recognise and celebrate diversity in our community. We will not tolerate racial harassment and discrimination.

## **2. Legal duties**

The Aspire Academy welcomes its duties under the [Race Relations \(Amendment\) Act 2000](#). We are committed to:

- Promoting equality of opportunity
- Promoting good relations between different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

The Equality Act introduced the concept of "protected characteristics" which are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## **3. Guiding Principles**

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

- All pupils should have opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education
- As a school we will strive to ensure that the culture and ethos of the school community are such that, whatever their heritage and origins, everyone in the school is valued and treats others with respect at all times
- All pupils should be provided with opportunities to experience, understand and celebrate diversity in order to 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
- Pupils are taught about Fundamental British Values

#### **4. School policies and procedures**

We ensure that the principles listed above apply to the full range of our policies and practices including those that are concerned with:

- pupil attainment and progress (including assessment, recording and reporting)
- curriculum, teaching and learning (including language and cultural needs)
- pastoral care and guidance (including careers education and guidance)
- school aims and ethos
- pupil behaviour, discipline and exclusion
- racism and harassment
- admission and transfer procedures
- staff recruitment, retention and career development
- membership of the Governing Body
- school improvement

#### **5. Implementation, evaluation and monitoring**

- The Head Teacher will have overall responsibility for the evaluation, review, revision and implementation of this policy and related procedures.
- He will ensure that the annual School Improvement Plan includes evaluation and targets for promoting racial equality and cultural diversity.
- He will report to governors who will, in turn, include details of the policy and its implementation in their Report to Parents.
- The Deputy Head Teacher will be responsible for the day-to-day management of the policy and will promote the policy to staff and pupils.
- All staff will be expected to be acquainted with the policy and to abide by its guiding principles, especially to ensure that all pupils are encouraged to fulfil their potential and that the special needs of pupils are recognised and met.
- The Deputy Head Teacher responsible for teaching and learning will promote racial equality and cultural diversity within the curriculum, and encourage strategies that will prevent under-performance by pupils from ethnic minorities

#### **6. Racial Harassment**

- The Aspire Academy will follow [Worcestershire County Council's guidance for schools on racial harassment](#)
- All incidents of alleged harassment on grounds of race, religion or culture will be investigated and recorded via Arbor (MIS)
- The Head Teacher will inform the Chair of Governors of individual cases where he deems this to be necessary
- The Head Teacher's termly report to governors will include reference to incidents of racial harassment and outcomes
- The Head Teacher will determine, from analysing the record of incidents of racial harassment, what actions need to be taken to prevent racial harassment
- The school's Citizenship, PSHE and Religious Studies programmes, as well as pastoral assemblies will convey to pupils that racial harassment and discrimination are unacceptable whilst promoting equality.

#### **8. In the event of this policy not being followed**

It will be for the Head Teacher, in consultation with governors, to act urgently to remedy matters and act on any advice received from external agencies such as the WCF, OFSTED and the Commission for Racial Equality.

**Linked Policies and Guidance:**

- Safeguarding Children (including Child Protection) Policy, September 2023
- Keeping Children Safe in Education, September 2023
- Working Together to Safeguard Children, July 2018, updated February 2019

Reference:      Worcestershire County Council Equality and Diversity Policy  
[https://www.worcestershire.gov.uk/downloads/file/859/equality\\_and\\_diversity\\_policy](https://www.worcestershire.gov.uk/downloads/file/859/equality_and_diversity_policy)