



**STUDIO  
SCHOOL**  
ISLE OF WIGHT

## Policy for race equality and cultural diversity : IOWSS P1.4

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Policy Links:

- Health and Safety policy
- Behaviour policy
- *(This policy should be read in conjunction with the school's procedural guide lines for tackling incidents of racist harassment)*

## **1. INTRODUCTION**

Our mission statement clearly indicates that all members of the school community (staff, parents, students and governors) are expected to respect diversity, promote equality and pursue high achievement for all. This statement embodies the school's commitment to valuing the individuality of all its students and, in conjunction with parents, giving each of them every opportunity to achieve the highest possible standards in all aspects of school life.

At The Isle of Wight Studio School we do not tolerate bullying, harassment or discrimination of any kind and constantly strive to reflect and celebrate the multi-ethnic nature of our local community and British society in general. We endeavour to ensure that the education we offer fosters positive attitudes to all peoples and in so doing are opposed to all forms of racism and xenophobia, including those aspects that are directed towards members of particular faith groups (e.g. Islamophobia), specific communities (e.g. travellers) and individuals because of their residency status (e.g. refugees and asylum-seekers).

## **2. GUIDING PRINCIPLES**

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

- Every student should have opportunities to achieve the highest possible standards of attainment, and the best possible qualifications for the next stages of their life and education.
- Every student should be helped to develop a confident sense of personal and cultural identity and a receptive and respectful attitude towards the identities of others.
- Every student should be enabled 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.

## **3. SCHOOL POLICIES AND PRACTICE**

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

- student progress, attainment and assessment
- behaviour, discipline and exclusion
- personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development and all policies relating to personnel matters.
- partnerships with parents and the local community.

#### **4. RESPONSIBILITIES**

- The Governing Body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are consistently implemented.
- 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 students for whom English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work.
- The Head of School 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 the agreed action in any cases of unlawful discrimination.

#### **5. INFORMATION AND RESOURCES**

We seek to ensure that the content of this policy and the school's procedures for dealing with incidents of racist behaviour is known to all staff, governors, students and parents and reviewed annually.

All material resources for use in the school are selected to support a range of personal and cultural identities amongst students, staff and parents, including, in particular, those of dual heritage.

#### **6. RELIGIOUS OBSERVANCE**

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

#### **7. ACTION PLANS**

Strategies for monitoring race equality and cultural diversity issues and the impact of this policy are included in action plans which are updated annually to promote continuous school improvement outlined in the School Development Plan.

#### **8. BREACHES OF THE POLICY**

##### **Students**

If students do not comply with the race equality policy:

- A member of the senior management team will speak with the student about their behaviour and attitude, outlining expectations of all students and staff at the school.
- Appropriate sanctions will be set that are in line with the behaviour policy.
- Parents of students in breach of the policy will be informed of their behaviour or attitude and requested to work with the school to bring about improvements.

- If necessary, a meeting will be held between the parents. The student and the Head of School to discuss behaviour and attitude and any further action required.

### **Staff**

Any breach of the race equality by a member of staff will be formally recorded and will result in the following action being taken:

- The Head of School will speak with the member of staff concerned, reinforce the requirements of the policy and set out clear expectations of all staff members.
- Staff may be required to attend appropriate training.
- Targets for improvement may be set and monitored.

Refusal to comply with the requirements of the policy or a repeated breach of the policy will result in formal disciplinary action.

## **9. MONITORING AND EVALUATION**

We collect, study and use quantitative and qualitative data relating to the implementation of this policy.

We do so in relation to student progress in the following ways:

- regular assessments of student learning and the use of data to track student progress, as they move through the school;
- monitoring student performance according to ethnicity, to ensure that all groups of students are making the best possible progress;
- using information gathered to adjust future teaching and learning plans;
- targeting available resources to support groups of students identified as underachieving;
- providing regular updates on student performance information for the Governing Body;
- comparing school performance information with national data, LA data, and data from schools in similar circumstances to ensure that all students are making appropriate progress.

We also regularly monitor a range of information relating to:

- exclusions;
- incidents of racism, racial harassment and bullying;
- parental and community involvement;
- staff recruitment and continuing professional development.

Evaluations of the effectiveness of this policy and amendments to associated action plans are made annually based on the results of monitoring all the above.