



DANES HILL SCHOOL  
STRONG & SAGACIOUS

DATE: 30 MARCH 2021

REVIEW DATE: 1<sup>ST</sup> SEPTEMBER 2021

AUTHOR: ASSISTANT HEAD (PASTORAL)

# CULTURAL AND ETHNIC DIVERSITY POLICY



# DANES HILL SCHOOL

STRONG & SAGACIOUS

## Education for Cultural and Ethnic Diversity

### Introduction

At Danes Hill School we promote attitudes and values that teach our pupils tolerance and understanding of others. We aim to teach children to recognise the worth of every individual, however different from himself or herself.

The children are encouraged to respect themselves and others, whether it be in pupil-pupil relationships, staff-pupil relationships or relationships with others in the school, home or wider community.

We promote racial equality through a whole school approach and aim to eliminate any form of racial discrimination. Diversity is recognised as having a positive role to play within the school and at Danes Hill we recognise the importance of language to a person's sense of identity and belonging. All children and adults are encouraged to respect each other's cultural heritage and beliefs and practices.

### Aims and Objectives

We aim to help children to develop the necessary skills, knowledge, understanding and appreciation of cultural differences and to learn tolerance at all levels of their interactions with other people. In this way they are better equipped to play a full and active part in our multicultural society.

Racial discrimination is not tolerated at Danes Hill School. (See Behaviour Policy). We aim to eliminate *any form* of discrimination at school. (See also Equal Opportunities policy and Disability policy).

Ethnic, religious, cultural, linguistic and social diversity are regarded as having a positive role to play within the school as we aim to prepare children for life in a multicultural society.

### Implementation

The promotion of cultural diversity permeates all aspects of school life. It is encompassed within the teaching of Geography, Music, RS, English, Drama, Art, History, Citizenship and the study of Languages -Spanish and French).

Similarly, in PSHEE lessons, Circle Time (at Bevendean and Year 2) and in tutorials (Years 6-8), the children are able to explore the contributions of different cultural, racial and religious

groups in our society and broaden their knowledge and understanding of such groups. (See also Collective Worship policy).

Through this cross-curricular approach we aim to cultivate the children's awareness and respect for cultural and ethnic diversity in the classroom, the school and the outside world.

## **Staff**

Staff are asked to respond positively in their approach to issues or incidents relating to race or religion. They are expected to eliminate any bias towards or against any particular group or individual (be it in the classroom, playground or with parents).

Heads of Department can adapt the curriculum to the particular needs of a group of children e.g. where English is a second language.

Our admissions policy promotes equal opportunities and rejects any form of decision based on race, religion, gender, disability or cultural differences.

## **Procedures**

Should a child or adult exhibit racist behaviour towards another person, this is dealt with immediately (See Behaviour Policy and **Anti-bullying Policy**). All incidents are recorded on a file note with copies sent to the Head, Deputy Head, Assistant Head Pastoral and Heads of section.

## **Monitoring and Review**

Danes Hill community is committed to the maintenance of a non-discriminatory learning environment. The Assistant Head, Pastoral, monitors the policy for Cultural and Ethnic Diversity.