



**St Helena
Government**



EDUCATION AND EMPLOYMENT DIRECTORATE

PRIMARY and SECONDARY SECTOR'S

EQUALITY AND DIVERSITY POLICY

APPROVED: 18 July 2018

REVIEW DATE: 18 July 2019



INTRODUCTION

St. Helena is a growing and changing island that in recent years has developed a multi-cultural community. As a result our schools have been faced with the challenge of providing for children from a different culture and background who speak a different language. This change in our society presents its challenges and it is our responsibility to ensure that our children grow up in a culture that promotes equality and fairness and is respectful of all differences.

We are also mindful of the differences in behaviour, learning abilities and capabilities of children that have specific disorders. We have to be respectful, tolerant and work to ensure that the needs of these children are met as far as possible within the available resources.

We will work with children and parents to make sure that we deliver high quality education within our schools where everyone is valued highly, where tolerance, honesty, co-operation and mutual respect for others are fostered. Education that promotes a culture of inclusion and works to ensure that the needs of all pupils, no matter what their gender, ability, race, religion or belief, sexual orientation or disability, are met.

This policy is supported by:

The Primary Whole School Behaviour Policy

Prince Andrew School Behaviour Policy

Child Protection Policy

Welfare of the Child Ordinance

Personal, Social, Health and Citizenship Education Policy

Education Ordinance 2008

AIMS:

We are committed to the development of the whole person within a supportive, secure and creative environment as we recognise that all children are entitled to the best education that we can provide regardless of their background, race, disability or sex.

We aim to ensure that all our children flourish and achieve all five outcomes of 'Every Child Matters' being able to be healthy, stay safe, enjoy and achieve, make a positive contribution and enjoy economic well-being.

We are committed to challenging racist attitudes, ensuring respect for all and preparing all children for life in a changing society.

We are committed to eliminating any unlawful discrimination, harassment and victimization to promote equal opportunities and good harmonious relationships in all aspects of school life. We will work with schools in an effort to help eliminate all forms of prejudice.



In our schools we will promote:

Standards and progress

- The highest possible standards for all children and the best possible achievement for the next stages of their education.

Behaviour, discipline and exclusions

- Positive relationships and deal effectively with incidents such as bullying, racism and other forms of harassment and victimization.
- High expectations for children's conduct and successfully implement policies to achieve them.

Personal development and pastoral care

- A respect for other people's feelings, values and beliefs
- A clear understanding about the principle of right from wrong
- A clear understanding about the responsibilities of living in a community
- An appreciation of and respect for their own and others' cultural traditions.

Teaching and learning

- Teaching methods and styles which take full account of the needs of children's backgrounds and cultural traditions
- Teaching methods which encourage positive attitudes to difference, cultural diversity and race equality.
- The diversity seen in the wider community and society is seen as a positive resource for teaching and learning.
- A positive ethos of mutual respect and trust amongst children and staff in which all members feel valued and safe.
- Displays around the school present positive and challenging images that are non-stereotypical and reflect the multicultural world in which we live.
- Access to extra-curricular provision for all children.

Admissions and attendance

- Acceptance of all children and welcome them to be a part of our school community.
- Good attendance for all children, monitoring absences of all.

Curriculum

- Schemes of work which include content, resources and classroom environments which present and value different cultures and diversity, teach children how to respect and appreciate differences in society and develop pupils' understanding of the wider world.
- Opportunities to discuss and learn about racial inequalities within the context of rights and responsibilities.
- A clear stance against any racist language, behaviour or conduct.
- Assemblies and collective acts of worship which include a celebration of different cultural



and religious events; presentations and discussions by members of different cultural, religious and ethnic groups.

- Visits to places of worship associated with different religions.

Staff recruitment and professional development

- Equitable staff recruitment in accordance with the St. Helena Government Code of Management.
- Involvement in staff development that ensures a culture of inclusion and appreciation of difference.

Partnerships with parents, guardians and communities

- An understanding amongst the parent community of the need for a clear Equality and Diversity policy.
- Respond positively to suggestions from parents about how we can strengthen this policy.

Addressing Racism

We are opposed to all forms of racism. Reported instances of racism will be dealt with as a matter of serious concern as outlined in the School's' Behaviour Policy.

Linguistic Diversity

We recognise and celebrate linguistic differences in our schools by taking advantage of opportunities to teach, share and appreciate different languages, especially those in our school community.

Bilingual children are encouraged to use their home language wherever possible in school and are offered the best EAL support within the available resources.

Religious Observance

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

Meeting the specific duties

We will consider the implications for equality and cultural diversity in planning and developing new policies.

Within our review cycle, we will assess, monitor and evaluate policies and strategies that are relevant to equality, to see how effective they are in eliminating discrimination, harassment and victimization, which includes promoting equality and good relations between different racial and cultural groups.

We will monitor children's attainment, attitudes to school, racist incidents, exclusions and other areas of school life and these will be shared with the Senior Management Team and other relevant persons on a regular annual basis. However, we will ensure that no published information identifies individuals.



Responsibilities:

Our Commitment

We are committed to:

- Tackling discrimination, harassment, victimization and promoting equal opportunities.
- Promoting good race relations and valuing diversity.
- Encouraging, supporting, and helping all staff to reach their potential, working with parents and guardians, and with the wider community, to tackle discrimination, and to follow and promote good practice; and
- Making sure the Equality and Diversity Policy and its procedures are followed.

General Responsibilities

The School Leadership Team led by the Senior Management of the Education and Employment Directorate will:

- Ensure that this Equality and Diversity Policy and its procedures are followed.

The Head teacher will:

- Ensure that all staff, children and their parents know about the importance of the Equality and Diversity Policy
- Ensure that the Equality and Diversity Policy and its procedures are implemented.
- Produce information as required to relevant bodies about the policy and how it is working
- Ensure that staff understand their responsibilities and receive training and support in carrying these out.
- Take appropriate action in cases of harassment discrimination or victimization.
- Ensure that all visitors and contractors are aware of and comply with the Equality and Diversity Policy

All Staff are responsible for:

- Dealing with racist incidents, and being able to recognise and tackle racist bias and Stereotyping.
- Promoting equal opportunities and good race relations, and avoiding discrimination against anyone else.
- Working in support of the Equality and Diversity Policy and its procedures and undertake training and other learning opportunities when required.
- Supporting children in their class for whom English is an additional language (EAL)
- Incorporating principles of equality and diversity into all aspects of their work.

Specific responsibilities

The Head teacher with the support of the Leadership Team will be responsible for co-ordinating work on equality and diversity in the school. This includes:

- Providing staff with access to resources which discuss and explain concepts of equality and cultural diversity.
- Dealing with reports of racist incidents as per the Guidance for Dealing with Racist Incidents in the Primary Whole School Positive Behaviour Policy and Prince Andrew School Behaviour Policy



Parents and carers are responsible for knowing and following the school's Equality and Diversity policy. They are expected to support the school in implementing the policy.

Monitoring, review and evaluation

We will monitor, review and evaluate the policy for its effectiveness in eliminating discrimination, harassment and victimization and promoting equality and diversity which includes good relations between racial and cultural groups. Our findings will inform future actions and relevant targets for improvement.

Date of the policy: July 2018

Date approved by the Education Committee: 18 July 2018

Date of review of policy: 18 July 2019

