

## Multi-cultural and Anti-Racist Policy

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Leadership Group  
Reviewed: Autumn 2025  
For Review: Autumn 2028

Our society is a multi-cultural, multi-ethnic society and the school curriculum and its implementation should reflect an understanding of the different cultures and ethnic origins of which our society is now composed. This policy is monitored and reviewed every three years.

St. Luke's is a Foundation Church of England School, rooted in the Christian Faith. Through its corporate life it attempts to glorify God in the development of the full potential of every human being. Its ethos of love and care is the foundation of its aims in educating, developing and preparing all its pupils whatever their culture or origin, to make their proper contribution to society.

At St. Luke's we are concerned in laying within our children the foundations of tolerance, understanding and respect for the beliefs of others whilst retaining a Christian ethos.

An important concern must always be the wellbeing, happiness and development of the children within our school and we shall, therefore, be failing them if we do not prepare them for life in the major culture in which they will play an integral role.

It is, therefore, essential that the common elements of our multiple culture be identified and emphasised. Our endeavour must be to incorporate a fair, objective and balanced view with sympathetic awareness and understanding.

To this end we shall endeavour:

- identifying and removing discriminatory practices/procedures and ensuring that any agreed practices/procedures are equally relevant to all;
- redressing the effects of injustice by encouraging the participation of all, whilst reviewing the planning and development of the school;
- according high priority to the promotion of equal opportunities as a central concern of the school;
- through the curriculum to help pupils to understand the diversity of cultures and faiths in our society;
- to offer all pupils a good, relevant and up to date education for life in Britain and the modern world.

**St. Luke's School is resolutely opposed to all forms of racism which seek to discriminate against, men, women and children on the grounds of ethnicity, colour, creed or background.**

We shall continue to praise and develop the school organisation and the curriculum to meet the needs of our pupils and staff. We shall strive to provide the best possible environment for the children to achieve their full potential, intellectually, emotionally, physically, morally and spiritually.

### Discrimination

All forms of discrimination by any person, including parents and visitors within the school are to be treated seriously. A careful note must be kept of such incidents, whether they take place in the playground, corridors or teaching areas. It should always be made clear to offending individuals that such behaviour is unacceptable.

## **Racial Harassment**

Racial harassment might occur between pupils, parents or visitors.

Racial harassment is a form of racist behaviour, which uses intimidating threats or causes offence, by oral, physical or written insult or innuendo, depending for this effect upon the supposed superiority of one ethnic group over another. It is a complex problem which must be recognised and dealt with immediately. Failure to do so will clearly result in individual distress.

This policy is based upon the following principles:

- harassment will be taken seriously by the governing body;
- “incitement to racial hatred” is against the law;
- the impact on the employee, pupil should never be underestimated;
- training will be provided in order to identify and deal with the problem;
- records monitoring the frequency of bullying, harassment or any racial incident should be maintained and be the subject of report to Governors

## **Pupils**

If there are subsequent incidents then the appropriate senior member of staff should be informed and consideration should be given to involving the parents. Reports of any racial incident involving pupils are reported to the borough on a termly basis. Racist symbols, badges and insignias on clothing and bags are forbidden in school. Graffiti should be immediately removed.

## **Staff**

The school values diversity amongst the staff.

The school administers the processes for safe and fair recruitment. In all staff appointments, the best candidate will be appointed, based upon strict professional criteria.

In order to understand the background and experience of ethnic minority pupils and to raise expectation of their potential, staff are made aware of the historical and contemporary processes which have caused, and may continue to sustain, racism. Close liaison with families in the school is beneficial to all concerned. Support and advice is available from the authority’s multicultural support service. The school’s pastoral care organisation should be used, particularly with regard to home/school liaison and for dealing with any situations of discrimination or harassment.

## **The Curriculum**

All pupils must have access to the school’s curriculum. Staff must be constantly aware that their own expectations affect the achievement, behaviour and status of each pupil. The curriculum must be balanced, objective and sensitive, and reflect the cultural diversity of the community in which they live.

## **Language**

The school views linguistic diversity positively and staff should be aware of the language and dialect spoken by pupils and their families.

Pupils and staff must feel that their language or dialect is valued. They should therefore be allowed to use their home language in school, but should never use it to exclude others.

### **Resources**

The school's aim is to provide for all pupils according to their needs, irrespective of sex, ability, race, ethnic or national origins. Whenever possible, staff must ensure that the resources used in all curriculum areas are multicultural and non-sexist, containing positive images of all groups. Variety should be evident in the morals, stories and information offered to children. Pupils should have access to accurate information about similarities and differences between cultural groups.

### **Autumn 2025**