**Silver Birch school**

**Equal opportunities & racial harassment** **policy**

**Issued:** 31/08/13

**Reviewed:** 19/08/19

**Next review date:** August 2020

1. Introduction

Our Equal opportunities policy is intended to promote multicultural awareness and ensure staff and children in school are or become appreciative of the diversity of cultures in our society and the world at large. It is written to comply with the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000.

1. Aim and Objective

The aims and objective of the Multicultural Policy are to help staff and students

* + To understand the world in which we live and the interdependence of individuals, groups and nations and the environment
	+ To understand the multicultural nature of society
	+ To promote self-esteem and to foster respect for those having different religions, beliefs and ways of life
	+ To develop an attitude which is opposed to discrimination against any person or group on grounds of socio- economic background, creed, ethnic origin or sex
	+ To counter prejudice, particularly racial, and the consequent inequalities
	+ To live and work harmoniously and with equality of opportunity in a multicultural society
1. Implementation
	* Staff should endeavour to relate positively to the cultural diversity of British society and world community
	* Promote positive attitudes towards different ethnic groups by arranging contact with other groups and examples of different cultural outlooks
	* Ensure that we value all students equally as individuals
	* Ensure that we provide a caring community and genuine equality of opportunity

1. Strategies to Integrate Multicultural Education into a whole school approach
	* Guest speakers from differing cultures
	* Visits to museums and discussing changes in society and customs in lessons
	* Visits to different places of worship
	* Short courses covering differing beliefs and values