



# Race Equality Policy

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| Updated:               | November 2013      |
| Approved by:           | Board of Directors |
| Approved:              | November 2013      |
| Adopted by BoD:        | January 2014       |
| Scheduled review date: | November 2014      |

Safeguarding and protecting our children and young people from harm is central to the LeAF Studio's Ethos.  
We want to make sure that children and young people feel safe and cared for.

# Race Equality Policy



The LeAF Studio's commitment to race equality includes our intention:

- To promote justice, equality of opportunity and fair treatment for all and thereby allow all students, irrespective of their ethnic origin, to achieve the level of success and self-respect which they deserve, whilst retaining their cultural identity;
- To instill in students an awareness of racism and to establish an environment where the Studio becomes effective in reducing prejudice and raising self-esteem;
- To prepare students for living in a complex, multicultural society;
- To promote an understanding of a variety of cultures, valuing the positive contribution these make to the community, e.g., students should understand the differences in dress, hairstyles and diet;
- To provide a safe and welcoming place for all of its members;
- To provide an environment where racist assumptions, attitudes and behaviour are continually challenged;
- To provide a curriculum which emphasises the positive aspects of all cultures and to give students the confidence that racism can and must be eradicated;
- To take the appropriate action to deal with any form of racism within the Studio;
- To recognise in our teaching the contributions which have been made by different cultures;
- To adopt the view that cultural diversity is a positive advantage. Students are often the most valuable multicultural resource in education. Students' own experience of festivals, food, dress etc. should be shared;
- To contribute towards imparting a sense of citizenship in students.

## **Monitoring, Assessment and Review of Policy and Practice**

- The monitoring of the effectiveness of our race equality policy will be a whole Studio responsibility.
- Specific measurements and observation of the effectiveness of the policy will be undertaken in a number of ways:-
  - direct observation of lessons and resources;
  - annual monitoring by the Leadership Group of policies, and schemes of work;
  - annual review of the content of all cross curricular teaching;
  - Staff, student and parent questionnaires. The outcome will be a measure of perception of how well the Studio, as an institution, promotes race equality;
  - Racist incidents will be monitored by the Executive Principal and annually reported to the Board of Directors.