

**JOHN SPENDLUFFE
TECHNOLOGY COLLEGE**



MULTI-CULTURAL POLICY

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The policy is a supplementary document and operates in conjunction with the College's Equal Opportunities and Race Equality Policies.

Specific attention is drawn to the following points:

- The ethos of John Spendluffe Technology College should actively reflect the work of all its members
- Any guidance and counselling given to students should be free from stereotyping and prejudice of any description.
- Help should be given to both staff and students to be aware of discriminatory practices plus support will be provided for anyone who feels they have been the victim of any discrimination;
- Teaching methods should not discriminate unnecessarily;
- All materials, displays and resources should be monitored for bias and discriminatory attitudes;
- The curriculum should be balanced and promote positive attitudes towards others.
- Students are prepared to take their place in a multi-cultural society where they are able to respect and appreciate the diversity of races, cultures and religions.

As part of John Spendluffe Technology College recognising its responsibility and role in providing an education for all cultures, the college community will

- Encourage membership of John Spendluffe Technology College regardless of culture
- Project positive, successful and equal images of people and worth from all cultures;
- Where appropriate (and possible) communicate with parent in the language of their ethnic origin;
- Continue an ongoing, open agenda discussion about a variety of cultural issues
- Not tolerate any form of racial or cultural harassment and abuse.
- Develop students' skills so that they are able to appreciate different and others' views.

"Advance equality of opportunity between people who share a protected characteristic and people who do not share it" Equality Act 2010, by -

- Promoting positive images of all cultures
- Addressing different cultures as a frequent and incrementally developed theme in worship and tutor time;
- Ensuring every effort is made to refer equally to all members of the community;
- Encouraging students to work in mixed race and cultural groups;
- Discouraging prejudice and stereotyping in course material, lessons and extra curricular activities;
- Encouraging students to be constructively critical of negative stereotyping of different cultures from whatever source;

- Avoiding language which is discriminating or stereotyping;
- Encouraging students to develop a quality of open mindedness and acceptance towards all cultures plus recognising the rights and identities of the various groups within society.

POLICY DOCUMENTS

The following policy document was presented to the Governing Body of John Spendluffe Technology College and approved and adopted by them on the date stated.

Policy: Multi-Cultural

Signed as approved on behalf of the Governing Body

A handwritten signature in black ink, appearing to read 'J Shorrock', written in a cursive style.

Ms J Shorrock, Headteacher

Date: 27.02.2019