

RACE EQUALITY AND CULTURAL DIVERSITY POLICY



**International
Virtual School**

POSITION STATEMENT

The I.V. school acknowledges the multi-cultural and multi-faith parent-learner community. It cannot be more strongly stated that no prejudice against individuals, because of their religion, culture, race will be tolerated. Families of all religions, cultures & race will be accepted as part of the I.V. School family.

The I.V. school policy on policy for race equality and cultural diversity is an attempt to give that respect to all our citizens within the school environment.

The I.V. school's code of conduct is based on Section 8 of the SA Schools Act (84) of 1996, has two main goals: (1) ensure the safety of staff and students, and (2) create an environment conducive to learning.

POLICY

1. Legal duties

This school welcomes its duties under the South African Constitution 1996, Section 9.

We are committed to:

- promoting equality of opportunity;
- promoting good relations between members of different racial, cultural and religious groups and communities;
- eliminating unlawful discrimination.

2. Guiding principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every student should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every student should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every student should develop the knowledge, understandings and skills that they need in order to participate in the wider context of an interdependent world.

3. The full range of school policies and practice:

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- students' progress, attainment and assessment
- behaviour, discipline and exclusions

- students' personal development and pastoral care
- teaching and learning
- admissions and participation
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities

4. **Addressing racism and xenophobia**

The school is opposed to all forms of racism and xenophobia, including those forms that are directed towards religious groups and communities, for example Islamophobia, and against Travellers, refugees and asylum-seekers.

5. **Responsibilities**

- The directors are responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.
- The head of centre is responsible for implementing the policy; for ensuring that all staff are aware of their responsibilities and are given appropriate training and support and for taking appropriate action in any cases of unlawful discrimination.
- All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support students online or on-site for whom English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work.

6. **Information and resources,**

- We ensure that the content of this policy is known to all staff and directors and, as appropriate, to all students and parents.
- All staff and directors have access to a selection of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

7. **Religious observance**

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

8. **Action plan**

- We draw up an annual action plan for the implementation of this policy, and for monitoring its impact.

9. Breaches of the policy

Breaches of this policy will be dealt with in the same ways that breaches of other school policies are dealt with, as determined by the head of centre and directors.

10. Monitoring and evaluation

We collect, study and use quantitative and qualitative data relating to the implementation of this policy, and adjust as appropriate.

11. Date approved by the Directors:

19 August 2017