



**The Maria Montessori Training Organisation
trading as
The Maria Montessori Institute**

Racial Equality and Cultural Diversity Policy

Legal duties

The Institute welcomes its duties under the Equality Act 2010. We have a total commitment to:

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

Guiding Principles

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

- Every individual should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of his/her life and education.
- Every individual 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 individual should develop the knowledge, understanding and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

The full range of institute 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:

- Student's progress, attainment and assessment
- Behaviour and discipline
- Student's personal development and pastoral care
- Inclusion, teaching and learning
- Admissions and attendance
- The content of the curriculum
- Staff recruitment and professional development
- Partnerships with parents and communities
- Achievement of ethnic minority and EAL students



Addressing racism and xenophobia

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

Students have the opportunities to discuss equality issues throughout their time at the institute and are reminded at regular intervals of the institute's equal opportunities policy. Should any racist incidents occur, they will be dealt with and recorded in accordance with the institute's written procedures, reflecting LEA guidelines, and will be reported annually to the steering committee.

Responsibilities

The Steering Committee is responsible for ensuring that the institute complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Executive Director is responsible for implementing and monitoring 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 in their group for whom English is an additional language, and to incorporate principles of equality and diversity into all aspects of their work.

Information and resources

We ensure that the content of this policy is known to all staff and steering committee, and also, as appropriate, to all students.

All staff and steering committee have access to a selection of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

Religious observance

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



Breaches of the policy

Breaches of this policy will be taken very seriously and dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Executive Director and steering committee.

Monitoring and evaluation

This policy will be reviewed regularly on the basis of collected and studied quantitative and qualitative data relating to its implementation, and adjustments will be made as appropriate.