

## Overview

The ethos of Beacon will reflect the rich tapestry of different races and cultural backgrounds that make up the rich cultural heritage of England within the United Kingdom. These differences are valued for the contribution they make to the wonderful diversity within our country. Our aim is to establish a harmonious society where community cohesion is underpinned by mutual respect and good relationships. To enable each and every learner to gain maximum benefit from their education, Beacon will ensure that all are treated equally and given equal opportunity, regardless of racial origins, religious beliefs or cultural background.

## Objectives

1. To ensure that an excellent education is offered to all learners regardless of racial origins, religious beliefs or cultural background.
2. To encourage all to see themselves and others as equal citizens of England within the United Kingdom.
3. To enable all to succeed and to overcome the barriers that get in the way.
4. To recognize and value all learners' achievements.
5. To encourage self-confidence and self-esteem in all learners.
6. To ensure that all learners value and respect each other and staff.
7. To build a harmonious society based on tolerance, and respect for others, regardless of racial origins, religious beliefs or cultural background.
8. To ensure that Beacon has an ethos where there is no racial discrimination, prejudice or harassment.

## Strategies

1. Beacon will monitor, evaluate and review all its practices and procedures to ensure all learners have equal rights, equal opportunities and equal access to an excellent education.
2. Teaching and learning materials will be regularly monitored.
3. Schemes of work and lesson plans will ensure that teaching and learning promote community cohesion.
4. Staff training and INSET provision take account of this policy.
5. All staff will be expected to contribute to the aims of this policy in their day-to-day work.

## Outcomes

This policy will make a key contribution to the Beacon positive ethos. It is to be viewed in conjunction with other policies especially the Equal Opportunities policy.