



Equality, Race and Cultural Diversity Policy

British School of Tirana

Reviewed: Feb 2025 by D.Ayres	Due for review: February 2026
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At the British School of Tirana (BST) we firmly hold that all people are born equal irrespective of colour, race, faith or gender. As such, we consequently treat all associated with the school – staff, directors, pupils, parents - and the wider community with equal respect and dignity, regardless of ethnic background.

Management/Staff

Members of staff who are of an ethnic minority will be treated in all ways the same as others. Promotion or censure will be applied through merit only. It will also be made clear why a particular course of action is being taken.

All staff members, regardless of ethnic background, will be treated equitably, with promotion and evaluation based solely on merit.

Staff/Pupil

All members of staff, teaching and support, being aware of the school's policy on racial equality will treat all children equally. There will be no discrimination, including positive discrimination (affirmative action), unless legally required. Reward just as much as reprimand will be based purely on the pupil's performance and or their behaviour.

Pupil/Pupil

The children will all be taught the fundamental principles of racial equality and will be expected to interact accordingly. The school will actively promote an inclusive environment and address any instances of racial discrimination, bullying, or exclusionary behavior.

1. **Legal Duties** (The UK Race Relations (Amendment) Act 2000 has been superseded by the Equality Act 2010. Your policy should reference the Equality Act 2010, which provides a broader framework covering race, disability, gender, age, religion, and other protected characteristics.)

The British School of Tirana adheres to the principles of the UK Equality Act 2010, promoting equality, preventing discrimination, and fostering positive relationships among diverse communities.

The British School of Tirana welcomes the guidance of the UK Race Relations (Amendment) Act 2000. We are committed to:

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

2. **Guiding Principles**

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

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every pupil 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 pupil should develop the knowledge, understanding and skills that they need in order to participate in a multi-ethnic society, and 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:

- pupils' progress, attainment and assessment
- behaviour, discipline and exclusions
- pupils' personal development and pastoral care
- teaching and learning

- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities

4. Addressing Racism and Xenophobia

The British School of Tirana is opposed to all forms of racism and xenophobia, including those forms that are directed towards faith groups and communities.

5. Responsibilities

The Board of Directors is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The Headteacher of school is responsible:

- for implementing the policy
- for ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- for taking appropriate action in any cases of unlawful discrimination.

All staff are expected:

The section on **Responsibilities** could benefit from adding an expectation for ongoing staff training.

Suggested addition:

"All staff will receive periodic training on racial equality and inclusion to ensure best practices are upheld."

1. to deal with racist incidents that may occur
2. to know how to identify and challenge racial and cultural bias and stereotyping
3. to support pupils in their class for whom English is an additional language
4. 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, also, as appropriate, to all pupils and parents.

All staff and governors have access to a selection of resources that 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, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

8. Monitoring, Reporting and Review

The British School of Tirana collects, studies and uses quantitative and qualitative data relating to the implementation of this policy, and makes adjustments as appropriate. The Headteacher of school reports all incidents of racist behaviour to directors. The policy is reviewed on an annual basis along with all other action plans.

Breaches of this policy are dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Principal and Board of Directors.

9. Named Person

Mrs. Olta Mema is the school's named person for dealing with incidents of racial disharmony. The British School of Tirana has a designated **Racial Equality Officer** responsible for addressing incidents of racial discrimination or disharmony. The officer ensures that concerns are handled promptly, fairly, and in accordance with school policy. The name and contact details of the current designated officer will be communicated to staff, students, and parents annually or upon any change in appointment.

BRITISH SCHOOL OF TIRANA - Equality Objectives

Objective 1:

To continue to employ staff on their ability to perform the designated role effectively.

Objective 2:

To continue to treat all children and adults with courtesy, respect, integrity and dignity.

Objective 3:

To continue to ensure all children progress and achieve equality.

Objective 4:

To continue to challenge any type of intolerant attitude, comment or action that undermines the value or dignity of others.

Objective 5:

To continue to celebrate cultural diversity through the curriculum.