



January 2015

BST Statement on Equality, and Racial and Cultural Diversity

The British School in Tokyo
School Policy Document

BST Statement on Equality, and Racial and Cultural Diversity

1. Introduction

As an inclusive international school and in accordance with its *purpose* and *mission*, BST is wholeheartedly committed to:

- The provision and promotion of equality of opportunity
- The expectation and promotion of good relations between members of different racial, cultural and religious groups
- The elimination of all aspects of unlawful or unethical discrimination, including discrimination on the basis of gender or sexuality.

2. A British School in Japan

Although BST is a British school and will generally seek to comply with UK legislation and guidance, we recognise that more than 60 different nationalities are represented here, that we must comply with Japanese law, and that we have a duty to respect the customs and cultural expectations of our host country.

3. Guiding principles

The school is guided by three essential principles:

- Every employee and pupil should have equal opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life, education and career
- Every employee and 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 employee and 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.

4. The full range of school policies and practice

At BST we aim to 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

5. Addressing sexism, racism and xenophobia

The school is opposed to all forms of sexism, racism and xenophobia, including those forms that are directed towards religious groups and communities, particularly those in a clear minority at the school.

6. Responsibilities

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

The Principal and Head Teachers are 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 members of staff are expected to deal with prejudice; to know how to identify and challenge racial and cultural bias and stereotyping; to support pupils for whom English is an additional language; and to incorporate principles of equality and diversity into all aspects of their work.

7. Information and resources

At BST we ensure that the content of this policy is known to all school employees, to Trustees and other volunteers; and also, as appropriate, to pupils and parents.

All school employees and Trustees have access to a selection of resources which discuss and explain concepts of equality and sexual/racial/cultural diversity in appropriate detail.

8. Religious observance

The school respects the religious beliefs and practice of all staff, pupils and parents, and complies with all reasonable requests relating to religious observance and practice.

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 Principal and Board of Trustees.

10. Monitoring and evaluation

The school undertakes to review all matters relating to the implementation of this policy on a regular basis, and to make adjustments as appropriate.



JDB Christian MA

Principal