



# **RACE EQUALITY POLICY**



# RACE EQUALITY POLICY

## Rational

Under the Race Relations (Amendment) Act 2000, it is no longer an option for schools to merely address racism in the curriculum. It is now a legal obligation to promote anti-racism and the whole curriculum must be looked at in this light. We are embedding A Curriculum for Excellence values of wisdom, justice, compassion and integrity into our ethos. The contents of this policy are relevant to our whole school community, not just those pupils and families from minority ethnic backgrounds.

## Aims and Values

The school's aim is to eliminate unlawful racial discrimination and to promote equal opportunities and good race relations in all areas of school life. The key issues are:

- The respect for and value of each individual.
- High expectations.
- Importance of self-worth.
- A whole school approach with all members of the school community involved.

## Hill of Banchory Primary School Aims

- To promote justice, equality of opportunity and fair treatment for all and thereby allow all pupils, irrespective of their ethnic origin, to achieve the level of success and self-respect which they deserve, whilst retaining their cultural identity.
- To promote an understanding of a variety of cultures, valuing the positive contribution these make to the community, e.g. pupils should understand the differences in dress, hairstyles and diet.
- To promote an environment where racist assumptions, attitudes and behaviour are challenged.
- To provide a curriculum which emphasises the positive aspects of all cultures and to give children the confidence to believe that racism can and must be eradicated.

## **We are committed to:**

- Actively tackling racial discrimination, and promoting equal opportunities and good race relations.
- Encouraging, supporting and helping all pupils and staff to reach their potential.
- Working with parents and guardians, and with the wider community, to tackle racial discrimination, and to follow and promote good practice.
- Making sure the race equality policy and its procedures are followed

## **In Hill of Banchory Primary School:**

- We believe that everyone in our school is of equal value and should be treated fairly in life.

- We believe that everyone should have their culture and background treated positively and with respect.
- We are aware that people in our society are discriminated against and treated as if they are worth less than others because of their race or culture, but we are determined that this will not happen in our school.
- We will treat each other equally, with dignity and respect and seek to promote race equality at all times.
- We will aspire to the elimination of any racial discrimination, fostering equality of opportunity and the promotion of good race relations.

**In Hill of Banchory Primary School, we promote race equality and good race relations by ensuring that:**

- Awareness, understanding and respect for different cultures and racial backgrounds will be deliberately built into our curriculum content and activities in order to promote and reflect diversity.
- Pupils are treated fairly and appropriately in the planning and organisation of the curriculum, the methods and approaches adopted, the allocation of pupils to teaching groups, through assessment and the use of resources.
- Parents are welcome and respected in school and all parents are encouraged to participate as fully as possible.
- Resources, teaching materials and school information promote diversity and a positive image of different traditions, cultures and races.
- School activities will offer all pupils the opportunity to experience a wide range of cultural diversity and exposure to positive role models and visitors.
- Pupils understand the background and potential of our multicultural society, including the appropriate use of language and terminology.
- We provide positive and open considerations, within a Scottish context, of such issues as stereotyping, prejudice, discrimination and the role of the media.
- Regular checks will be made on the content and style of books and materials and inappropriate resources will be discarded.
- Traditions, festivals and customs (e.g. food, dress) of different cultures will be respected and celebrated. Provision will be made for religious observance.
- All teachers will ensure that curriculum topics and activities reflect a global dimension and use appropriate, positive images.
- Global responsibilities, world development issues and interdependence will be an integral part of the citizenship curriculum.
- Opportunities to extend the understanding of other races, cultures and traditions by involvement in such projects as school linking and fair trade activities.
- Where appropriate, encouragement in the use of heritage languages and dialect to promote understanding and a sense of belonging will be provided.
- Positive links within the community, particularly with groups and families from different racial backgrounds are established.

## **Support for Pupils**

- The school operates a policy and set of procedures for dealing with racist incidents and bullying.
- Staff, pupils and parents are informed of the school's procedures for dealing with racist incidents and bullying and are encouraged to report all such incidents to an appropriate member of staff.
- Support is offered to pupils who are the victims of racial abuse or harassment.
- Racist incidents are treated very seriously in the school and parents are asked to support the school in challenging racist views and racist behaviour where it arises.
- A record is kept of racist incidents within the school and appropriate action is taken in line with the Authority's procedures.
- The language and learning needs of ethnic minority pupils are identified and appropriate support used.
- Assessment information gathered on pupils identifies gaps in attainment and structures are put in place to address gaps for pupils who are under-achieving, including pupils from different racial backgrounds.
- The school makes full use of external agencies and outside bodies to support pupils, provide educational programmes and to consult with about developing strategies.

## **Enforcing the Policy**

- Pupils and staff members must comply with the requirements laid out in this policy.
- Parents are encouraged to support and work with the school to implement this policy.
- Visitors to the school are expected to comply with the policy and the legislation.

## **Complaints Procedure**

If anyone in the school feels that this policy is not being followed, then they should raise the matter with the Head Teacher. If there is a formal complaint then the school's complaints procedure will be used.

## **Monitoring and Quality Assurance**

Race Equality is monitored by the Senior Management Team as part of internal quality assurance procedures as these relate to forward planning, classroom visits and sampling of pupils' work.

The school will review practice and policy with regard to Race Equality as part of its ongoing procedures of self-evaluation. We will be guided by the advice contained in the document "How Good Is Our School 3?" Quality Indicator 5.6 EQUALITY AND FAIRNESS

Day to day monitoring of the policy in action is the responsibility of the Head Teacher, and, in her absence, the Depute Head Teacher.