

SCALLOWAY JH SCHOOL

DRAFT RACE EQUALITY POLICY

1. PURPOSE

This policy has been produced to enable the school to develop effective curricula and working practices in the area of Race Equality. The policy, based directly on statutory requirements, guides the planning arrangements which the school makes to promote equality and ensure compliance with the new obligations introduced by the Race Relations (Amendment) Act 2000.

2. AIMS

The school staff will not tolerate racial harassment of any kind and will work to eliminate racial discrimination and promote race equality and good race relations across all areas of school life. This approach is reflected in the school's aims which are:

- Provide a safe and friendly environment where everyone feels happy and valued and able to achieve his/her full potential;
- Place high value on all learning and achievement;
- Support pupils to become confident, tolerant citizens.

We work to achieve these aims in partnership with parents/carers and with the wider community.

The school also aims to review its practices on an ongoing basis in order to evaluate its performance and facilitate improvement

Staff should be aware that compliance with the Act is a legal requirement. Failure to comply could lead to legal action being taken by the Commission for Racial Equality against the individual and/or the school. This could involve a judicial review, the serving of a compliance notice and also result in Court action.

3. ROLES AND RESPONSIBILITIES

Head Teacher

The Head Teacher is responsible for:

- ensuring that the race equality policy is understood and promoted appropriately to staff, pupils, parents/carers, visitors and the School Board
- ensuring that the race equality policy and its procedures are followed
- providing regular information and promoting training for staff
- ensuring that all staff know their legal responsibilities and receive support in carrying these out
- ensuring that all cases of alleged racial harassment and discrimination are recorded and that appropriate action is taken
- providing data as required by the Education Authority
- liaising with the relevant Head of Service wherever appropriate
- ensuring that all incidents are appropriately recorded and collated
- Co-coordinating work on race equality

All Staff

All staff are responsible for:

- acquiring knowledge and understanding of the relevant legislation
- dealing with and recording alleged racist incidents involving discrimination on the basis of race, colour, nationality, ethnic or national origins
- promoting equal opportunities and good race relations
- taking up training opportunities to enable them to recognise and tackle racial bias and stereotyping.

School Board

School Board members are responsible for:

- assisting the Head Teacher and staff in promoting the policy to all parents and the wider community

Visitors and Contractors

Parent helpers, contractors and other visitors to school are responsible for:

- observing guidance provided by the school

4. CURRICULUM

- Anti-racist education is part of the curriculum eg PSE, Citizenship and RME
- The school curriculum takes account of our multi-cultural society

- Pupils may be exempted from classes for Sex Education, Religious Instruction and/or Observance. Requests for exemption must be made in writing to the Head Teacher

5. DRESS CODE

The school's dress code takes account of religious and cultural beliefs. Particular arrangements must be agreed in consultation with the Head Teacher.

6. DIET

School meals can take account of special dietary requirements e.g. the provision of Halal meat, vegetarian meals etc.

7. AUDIT

The school uses a selection of quality indicators from HGIOS (revised) to audit the effectiveness of this policy (3.4, 4.5, 4.6, 4.7, 5.3, 6.1, 6.2 and 7.3).

8. INCIDENT REPORT FORMS

All incidents of racial harassment/bullying against either pupils or staff must be recorded on the appropriate forms (Appendix A and B). Form A must be completed where the alleged incident is against a pupil. Form B must be completed where the alleged incident is against a member of staff. Completed forms should be submitted to the Head Teacher who will collate the information which is required for the annual reporting exercise.

This policy was produced and circulated to the school staff on 15th February 2006. Consultation will also take place with parents, pupils and the School board.

The policy will be reviewed by February 2008.

REFERENCES TO OTHER SCHOOL, COUNCIL OR NATIONAL POLICIES/DOCUMENTS

A Route to Equality and Fairness 1999

Race Relations (Amendment) Act 2000

Education for Anti-Racism (GTC Scotland)

Standards in Scotland's Schools etc Act 2002

Learning for All (Commission for Racial Equality)

Child Protection Policy (Shetland Islands Council) 2002

How Good Is Our School (Revised) 2005

A Guide for Schools (Commission for Race Equality)

Further detailed advice can be found on the website of the Commission for Racial Equality

<http://www.cre.gov.uk/scotland/consult.html>