

Broomhill Primary School



Race Equality Policy



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Background:

The school serves the area of Broomhill and Jordanhill in North West Glasgow.

The ethnicity profile for Broomhill Primary School is as follows:

Black and Minority Ethnic	White-Scottish / other British	White - other	Not Known / not disclosed
Our school 17.2%	Our school 56.9%	Our school 6%	Our school 19.9%
Glasgow 24.1%	Glasgow 61.1%	Glasgow 7.2%	Glasgow 7.6%

(Focus March 2020)

Aims and Values:

Our shared school values and aims reflect our commitment to racial equality. By promoting equal opportunities and good race relations in all areas of school life our school aims to eliminate unlawful discrimination.

We aim to promote equality of opportunity by:

- giving all pupils equal opportunities to access the curriculum and to participate fully in all aspects of school life..
- monitoring pupils' progress, attainment and assessment and paying regard to the progress of pupils from ethnic backgrounds and those with special needs.
- using teaching approaches and resources to meet the needs of all pupils

We aim to develop attitudes of respect for all people and cultures by:

- promoting respect for each other and recognising and valuing difference
- helping our pupils to understand and challenge discrimination
- helping our pupils gain skills and knowledge and attributes through curricular programmes such as Religious and Moral Education and Health and Wellbeing

Leadership and Management:

Commitments

The staff of Broomhill Primary School are committed to tackling racial discrimination and promoting equal opportunities.

We aim to provide a balanced and motivating curriculum for all our pupils.

We strive to work with parents/ carers and with the wider community to tackle racial discrimination and to promote good practice.

We will ensure that the Race Equality Policy and its procedures are followed.

Responsibilities

The Head Teacher and the Senior Leadership Team are responsible for:

Making sure that the Race Equality Policy is available and all stakeholders are aware of its contents.

Making sure that the Race Equality policy and its procedures are followed.

Producing regular information for staff and the Parent Council regarding the policy and how it is working.

Taking appropriate action in cases of racial discrimination and harassment

School staff are responsible for:

Dealing with racist incidents and preventing and addressing any bias and stereotyping.

Promoting equal opportunities and avoiding discrimination against anyone for reasons of race, gender, culture or religion

New staff, supply teachers, students and visitors should be made aware of this policy and its content.

Monitoring

All incidents of racism must be reported to a member of the senior management team and recorded online in the council's Seemis Bullying and Equalities system. The details of the alleged incident, the nature of the incident and motivations will be recorded following an investigation into the incident. The system enables staff to monitor, review and record any actions progressed.

Evaluation

The Race Equality Policy will be reviewed within the context of How Good is our School 4, QI 3.1 Ensuring Wellbeing, Equality and Inclusion.