

MAVISBANK SCHOOL
POLICY ON
PROMOTING RACIAL EQUALITY

RATIONALE

The HMIe document "Inclusion and Equality Part 3: Promoting Race Equality" links each one of the Five National Priorities with a specific requirement for education authorities to tackle racism and promote race equality.

Mavisbank School's personalised policy on promoting racial equality has due regard to the need to provide equality of opportunity, eliminate unlawful discrimination and promote good relations between people of different racial groups.

Research information provided by the Scottish Executive has shown that in schools where there are very few ethnic children (or none at all) a Racial Equality policy is even more necessary.

We aim to promote tolerance of, and respect for, the views, opinions, attitudes and cultural values of others irrespective of race or cultural background.

The aims of the policy on Promoting Racial Equality must be considered in conjunction with the policy on Anti-bullying and the Mavisbank Children's Charter.

POLICY AIMS

- ❖ to try to ensure that all pupils in Mavisbank School receive the highest quality of care and education irrespective of ethnic origin
- ❖ to try to ensure that all aspects of the ethnic identity of children are respected and promoted within the school
- ❖ to try to ensure that all pupils experience sensory aspects of their own and others' religion and culture within the context of the school curriculum
- ❖ to try to ensure that all parents and families of children from ethnic backgrounds are encouraged to play a full part in the corporate life of the school
- ❖ to try to ensure that racial equality is addressed throughout a variety of curricular areas
- ❖ to try to ensure that information on all aspects of the life of the school is available in user-friendly language
- ❖ to ensure that welcome signs to the school are written in English, Urdu and Punjabi
- ❖ to ensure that essential documentation is translated as appropriate
- ❖ to try to ensure that interpreters are available for ASP or review meetings as required
- ❖ to try to ensure that all staff value racial diversity and the contribution it can make to enrich the positive ethos of the school

The responsibility for trying to promote racial equality in all aspects of school life involving pupils, staff, parents and visitors to the school lies with all staff members who must be encouraged to be exemplary role models in terms of promoting racial equality, respect and understanding across the racial spectrum.

Any concerns that staff may have regarding any potentially racist incidents should be reported to the Race Relations Officer (DHT) immediately.

Sheila Harkness December 2006

Reviewed: John Lochrie, Eileen McDonnell July 2015

Date of next review: July 2018