



Blackwood Primary School

Early Learning & Childcare

PROMOTING EQUAL OPPORTUNITIES / RACE EQUALITY

Rationale

South Lanarkshire Council promotes equality of opportunity for all.

Implementation

SMT should ensure:

- Establishments adhere to South Lanarkshire Council's Policy on Equal Opportunity and Race Equality.
- Employee awareness of race equality and equal opportunities in line with legal requirements.
- Written communication is provided in a variety of different languages.
- Facilitate the use of support mechanisms to parents / visitors e.g. interpreting and translating services.
- The celebration of other cultures and significant events in the multi-cultural calendar are integrated into the early years curriculum.
- Establish a climate and ethos, which reflects a commitment to Race Equality and Equal Opportunity.
- Monitor the frequency and type of racist incidents within establishments.
- Bilingual children have relevant access to support and English as a Second Language.

Staff should:

- Be aware of the need to eliminate unlawful discrimination relating to gender / race / disability / age / language and religious beliefs.
- Promote equality of opportunity.
- Promote good relations between different racial groups.
- Promote an environment of mutual respect, trust and open communication.
- Encourage positive partnership with parents and value their diversity.
- Ensure all learning materials present positive images of gender / black and ethnic minorities.
- Promote other cultures through a wide range of resources, displays and artefacts.
- Ensure that Assessment and Transition records are inclusive to all children.
- Actively encourage and support the reporting of such behaviour.
- All families should be represented in the ELC through literature, role play, small world and display materials.

Others

- All users and visitors of the establishment must foster a positive ethos towards inclusion and will be receptive to and value each individual.