



Equal opportunities & Race equality Procedure

- The establishment must adhere to SLC's Policy on Equal Opportunity and Race Equality.
- The Head of Establishment must ensure employee awareness of race equality and equal opportunities is in line with legal requirements.
- All staff must be aware of the need to eliminate unlawful discrimination relating to gender, race, disability, age, language, and religious beliefs.
- All staff must be aware of the need to promote equality of opportunity.
- All staff must promote good relations between different racial groups.
- Staff must encourage positive partnerships with parents and value their diversity.
- When necessary, the establishment ensures written communication is provided in a variety of different languages.
- The establishment must facilitate the use of support mechanisms to parents and visitors, e.g., interpreting and translating services.
- The establishment must ensure the celebration of a variety of cultures and significant events in the multi-cultural calendar are integrated into the Early Years Curriculum.
- Ensure all learning materials present positive images of gender/black and ethnic minorities.
- Promote a variety of cultures through a wide range of resources, displays and artefacts.
- The Head of Establishment must promote a climate and ethos which reflects a commitment to Race Equality and Equal Opportunity.
- The Head of Establishment is required to monitor the frequency and type of racist incidents within the establishment.
- The Head of Establishment must ensure that bilingual pupils have relevant access to support in English as an Additional Language.
- Staff must ensure that Assessment and Transition records do not discriminate against children.