

GLENCORSE PRIMARY SCHOOL

'A small school building big dreams'

RACIAL EQUALITY POLICY

At Glencorse Primary School we want to promote Understanding and Respect for Others.

Aims

1. To create an environment in which racism is unacceptable and the rights of all individuals are recognised and respected.
2. To foster the development of positive attitudes towards all people in preparation for a life in a multi-cultural society.
3. To develop a sense of self-worth, respect and acceptance of others, their gender, culture, religion, class and ability.
4. To encourage a close relationship between home, school, external agencies and the wider community.

Promoting a Multi-Cultural Society

- Through our curriculum we take positive steps to promote mutual understanding and respect for people from different backgrounds.
- Pupils are treated fairly and appropriately in the planning and organisation of the curriculum, the methods and approaches adopted, the allocation of pupils to teaching groups, through assessment and the use of resources.
- School activities will offer all pupils the opportunity to experience a wide range of cultural diversity and exposure to positive role models and visitors.
- Pupils understand the background and potential of our multi-cultural society, including the appropriate use of language and terminology.
- Positive and open consideration within a Scottish context is given to such issues as stereotyping, prejudice, discrimination and the role of the media.
- All teachers will ensure that curriculum topics and activities reflect a global dimension and use appropriate, positive images.
- Global responsibilities, world development issues and interdependence will be an integral part of the curriculum.

- Positive links within the community, particularly with groups and families from different racial/cultural backgrounds are established.

Languages/Names

A child's first language must be respected and valued and use of first language encouraged.

If appropriate, other main languages should be represented by way of signs, notices, etc. within school. Staff should be aware of any difficulty, which could arise with regard to the reading of notices and letters sent from school, etc.

All names and their correct usage must be respected. All names should be written and pronounced correctly.

Parents should be made aware of the availability of and the means of contacting a translation service.

Stereotyping of pupils must never occur as this may lead to low expectations. Difficulty with language can mask ability at any stage.

Religious Observance

The school respects and recognises the right of any individual to follow the customs and practices of their own religion and therefore to withdraw their child from any act of religious observance. All children, through our Religious Education Programme, should be made aware of the significant events in all major religions.

Racist Incidents

Within school racism and prejudice of any kind will not be tolerated and incidents will be dealt with according to the guidelines prepared by Midlothian Council.

People causing offence should be made aware of why such behaviour is unacceptable.

All notable offences should be recorded and monitored in our bullying log. Parents should be made aware of any recorded incident.

Curriculum

Through our Personal and Social Education, Religious and Moral Education, and Environmental Studies programmes all children will be helped to develop positive attitudes to other people and to respect and celebrate difference.

Teachers will regularly check resources to ensure that they reflect a multi-cultural society, positively and accurately.

Staff/Parents/Pupil

Staff, parents and pupils must be aware that racism does exist and that it can be overt or covert. The school must endeavour to eliminate all racism and discrimination of any type.

The above policy statement should be regularly reviewed and all racist and antisocial behaviour monitored.

Julie Barnes

May 2018