



GATEHOUSE PRIMARY SCHOOL

RACE EQUALITY POLICY

November 2005

BACKGROUND

Gatehouse Primary School is a well-appointed, non-denominational co-educational school situated in, and serving of the pupils of, Gatehouse-of-Fleet and its environs.

AIMS AND VALUES

- The school is committed to the principles of equality of opportunity and social justice. It affirms the right of all users to be educated in an environment free from discrimination and prejudice, and supports the promotion of equal opportunities and good race relations.
- Gatehouse school has a duty under the Race Relations Act 1976 (Statutory Duties)(Scotland) Order 2002 to ensure that the education it provides does not in any way discriminate on racial grounds.
- The school promotes the elimination of unlawful racial documentation.
- Gatehouse school promotes an ethos of racial equality in all areas of the curriculum e.g. attendance, pupil progress, attainment, religious and moral education, assessment, and citizenship enabling all pupils to achieve their full potential.
- Gatehouse school's anti-bullying and positive behaviour statements promote racial equality and fairness in relation to ethnic and linguistic background.
- Pupils' cultural and religious traditions are respected at all times.
- Staff Development. The headteacher is responsible for promoting information on Race Equality matters within the school.

• Behaviour/Discipline

Racist incidents are dealt with using the procedures referred to in the school's 'Framework for Good Behaviour and Discipline'.

• Partnership

Gatehouse school is committed to an ethos of equal opportunities and racial equalities in all its dealings with parents/guardians, the local community, external agencies and Parent Teacher Associations.

LEADERSHIP AND MANAGEMENT

We are committed to:-

- Actively tackling racial discrimination as well as promoting equal opportunities and good race relations.
- Encouraging, supporting and helping all pupils and staff to reach their potential.
- Working with parents/guardians and the wider community in order to tackle racial discrimination and promote good practice.
- Making sure the Race Equality Policy and its procedures are followed.

RESPONSIBILITIES

(a) Education Authority

The Education Authority is responsible for:-

- making sure that the schools under its management make arrangements to assess the impact of its policies and;
- making sure that schools monitor the way these policies work.

(b) Head Teacher

The head teacher is responsible for:-

- making sure the Race Equality Policy is readily available and that school board members, staff, pupils and their parents and guardians know about it;
- making sure the Race Equality Policy and its procedures are followed;
- producing regular information for staff and parents about the policy and how it is working, and providing training for them on the policy, if necessary;
- making sure all staff know their responsibilities, and receive training and support in carrying these out and;
- taking appropriate action in cases of racial harassment and racial discrimination.

(c) All Staff

All staff are responsible for:

- dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping;
- promoting equal opportunities and good race relations and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins; and
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

(d) Visitors and Contractors

Visitors and contractors are responsible for:-

- Knowing, and following, our Race Equality Policy.

PLANNING AND DEVELOPMENT

- Implementation and effect of the Race Equality Policy should be assessed using "How Good is Our School 2", Quality Indicator 5.3 (Equality and Fairness).
- This policy will be assessed and reviewed on a regular basis.
- All relevant information will be available to parents and community groups via the School handbook/parental newsletter.

POLICY INTO PRACTICE

- Inform all staff of Racial Equality Policy and request feedback.
- Monitor and evaluate the policy on a regular basis.
- Consider staff development in line with any ethnic/linguistic changes within the school.
- Inform all concerned of Race Equality Policy i.e. parents/local community and provide any relevant training required.
- Copies of this Race Equality Policy are available on the school and staff websites.

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