

Race Equality Policy

Race Equality Policy Statement

- ◇ Garnock Academy is committed to the principles of equality of opportunity and social justice. It affirms the right of all students, staff and parents to live free from discrimination and prejudice.

In particular, Garnock Academy

- ◇ Celebrates the diverse nature of our society.
- ◇ Is committed to ensuring race equality in all areas of its work.
- ◇ Is determined to tackle racism in all its forms.

The Race Equality Policy reflects the Vision, Values and Aims of North Ayrshire Council Educational Services.

What is Racism

- ◇ Race equality is a fundamental right and is central to the achievement of all. Racism limits the educational achievement of BME (black and minority ethnic) children and young people and damages the healthy personal and social development of all young people. It is the belief of Educational Services that an ethos, which actively promotes racial equality, is fundamental to social inclusion, economic development and the delivery of education of the highest quality, enabling children and young people to achieve their full potential. There is no place for racism within schools in the West of Scotland. Education Services will not tolerate racism within any of its activities or establishments.

Specific Initiatives for and with Young People

- ◇ Our School is committed to allowing all children and young people the opportunity to communicate their views on educational matters that affect them. This position is entirely consistent with the principles of the Children(Scotland) Act 1995. Mechanisms will continue to be developed to improve this communication, especially with BME young people. Recent research indicates that young people have both a clear understanding and definite views concerning racism and wherever possible they will be consulted and involved in all initiatives, which have a race equality focus.

Employment

- ◇ It is important that all staff are committed to the Education Services race equality policy. In turn, it is the responsibility of Education Services to disseminate the policy effectively and to support staff so that they feel confident in implementing it. This will include the provision of appropriate staff development opportunities for all departmental staff. Further, the Authority sees the recruitment and career development of BME staff as a crucial element of its role as an employer. Action will continue to be taken to address this issue.

Ethnic Monitoring

- ◇ Ethnic monitoring is an essential aspect of the work of Educational Services, most importantly because of the use to which the data is put. The data collected on pupils provides the foundation for action in relation to important areas of the services' work such as raising achievement and support for the linguistic and religious needs of pupils. The data collected on staff enables the service to monitor the effectiveness of its employment policies. Our School will work to improve the quality and accuracy of the data collected, which in turn will enable it to enhance the quality of provision by more appropriate targeting of resources.

Communication and Partnerships

- ◇ Open dialogue with parents, the School Boards and community organisations is the hallmark of a quality education service. Our school is committed to increasing and enhancing the dialogue in relation to race equality initiatives. Additionally, our school will ensure that it has direct dialogue with young people, and that it involves them fully, on matters of race equality. In particular, complaints of a racial nature will be dealt with professionally.

Staff Development and Training

- ◇ Our school is committed to providing staff development and training in relation to race equality. This will consist of core staff development for all staff and additional training for key personnel, appropriate to their specific role. In addition, elective staff development opportunities will also be provided. Opportunities for partnership arrangements both within the Council and with external agencies will be actively pursued. Training opportunities for other groups, such as School Board members and elected members, will be provided.
It is school policy to remind all staff of their responsibilities towards Race Equality on an annual basis.

Racial Harassment

- ◇ Racial harassment is a major concern of all who are concerned with education. School Services will not tolerate racial harassment of pupils, parents, visitors or staff in schools, or in any other part of the service. Our school is committed to taking effective action against racial harassment. There will be regular monitoring, evaluation and reviews of procedures. Additional advice may be sought from North Ayrshire Council Educational Services.

Curriculum

- ◇ Our school will continue to give support in addressing issues of racism through the curriculum. Specific courses and programmes addressing such issues will be a priority for support. Our school believes that the curriculum – formal, informal and hidden – is a powerful tool in countering racism. Provision of appropriate curricular materials, both commercial and produced in-house, will continue to be made. Good practice will be identified and disseminated. Racism in terms of prejudice and labelling are included in the schools' PSE course.

Positive Action

- ◇ Positive action in relation to race equality is intended to redress the adverse affects of long term negative discrimination on BME communities. The authority believes that positive action strategies are relevant to all the priorities. Our school is committed to positive action in the participation of BME pupils, staff and parents, at all levels of school life. Our school is very clear in its assertion that a positive race equality policy linked to an effective action plan is central to its goal of raising levels of achievement and providing a quality service. It is important that all stakeholders in education understand and believe that race equality is fundamental to quality.

Updated, January 2006.