



EARLSTON HIGH SCHOOL RACE EQUALITY POLICY

SBC AIMS

Scottish Borders Council recognises and welcomes the legal duties contained in the Race Relations (Amendment) Act 2000 as it applies to this authority.

SBC aims *“to provide equality of opportunities, eliminate all discrimination, and have a clear, unified Scottish Borders culture where good relations exist between all irrespective of race, disability, age, gender, sexual orientation, and religious/philosophical belief.”*

Scottish Borders Council is totally committed to the eradication of racism in any form and :

- celebrates the diverse nature of our society;
- is committed to ensuring race equality in all areas of work;
- is determined to tackle racism in all its forms.

Scottish Borders Council is opposed to all forms of racism, including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural, religious, linguistic or national origins, traveller and refugee status, and asylum seekers.

In order to realise our commitment to race equality, all steps necessary will be taken to:

- eliminate unlawful racial discrimination
- promote equality of opportunity;
- promote good relations between persons of different racial groups.

Earlston High School fully supports Scottish Borders Council’s Scheme on Race Equality.

AIMS

The school values are: Respect, Responsibility, Honesty, Commitment and Excellence. Each individual has the responsibility to promote and maintain these values.

The school aims :

- to celebrate attainment, achievement and diversity
- to ensure our pupils are safe, happy and achieving
- to work collegially within the school community and with all partners
- to expect support, care and respect.
- to celebrate attainment, achievement and diversity

RESPONSIBILITIES

Racial discrimination has no place in the Education Service in Scotland.

All schools and education authorities have an important responsibility to work towards elimination of racial discrimination and the promoting of equality of opportunity for the different racial groups who are part of our society.

Schools must therefore have a system whereby incidents of a racist nature are logged and the action pursued is recorded.

All Staff, including Ancillary Staff, have a responsibility to report any racial incident to the Head Teacher.

All Staff will be aware of what constitutes a racial incident and will promote positive behaviour and anti-racism throughout the school.

PROCEDURE FOR REPORTING RACIAL INCIDENTS

- Incident is reported to Head Teacher
- An immediate investigation is conducted (Behaviour/anti-bullying policy)
- The perpetrator will be made aware of the effect the incident has on the victim.
- Where appropriate a restorative meeting will take place
- The parents of the perpetrator will be informed of the incident and be asked to co-operate with the school in discussing the incident with the pupil at home.
- The parents of the victim will be informed of the incident.
- The incident will be logged on Racist Incident Report. A copy of this record is sent to the Head of Service-Schools, at the end of each term

CURRICULUM

- We will adopt appropriate methods of teaching, learning and assessment which promote equality and combat racism.
- We will provide a curriculum which prepares our young people for full participation in a multi-cultural, multi-ethnic and multi-lingual world. Through curriculum delivery and approaching issues of diversity, all areas relating to our global society will be promoted
- Resources which promote a greater understanding of cultural diversity, racial equality and the importance of challenging racism will be employed when possible in all areas of the curriculum.
- Opportunities will be available for appropriate development and training to promote racial equality.
- Personal and Social Development will be used to develop racial equality.
- Pupils will be given many opportunities to grow in awareness of differing attitudes and issues within school and the world beyond.
- Every pupil will be offered the support and guidance they require within the context of personal and cultural needs.

The race equality policy will be subject to regular review.