

WINCHBURGH ACADEMY

RACE EQUALITY POLICY



Introduction

Rationale

Winchburgh Academy welcomes its duties under the Race Relations (Amendment) Act 2000.

By implementing a vigorous, inclusive and assertive equality education programme of positive imagery, participative multi-cultural events, curricular opportunities in all subjects, we are committed to:

- promoting equality of opportunity;
- promoting good relations between members of different racial, cultural and religious groups and communities;
- eliminating discrimination.

Principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every community member should have opportunities to achieve the highest possible standards and the best education and support.
- Every community member should be helped to develop a sense of personal and cultural identity that is confident and open to change and that is respectful of and respectful towards other identities and cultures.
- Every community member should develop the knowledge, understanding and skills that they need in order to participate in Scotland's multi-ethnic society and in the wider context of an independent world.

We will ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- progress, attainment, achievement and assessment;
- positive behaviour and relationships;
- personal support, development and pastoral care;
- learning and teaching;

- the content of the curriculum;
- continuous school improvement;
- staff recruitment and professional development;
- partnership with parents and communities.

Winchburgh Academy is opposed to all forms of racism and xenophobia, including those forms directed towards religious groups and communities and against travellers, refugees and asylum seekers.

Education Services are responsible for ensuring that the school complies with appropriate legislation and that this policy and its related procedures and strategies are implemented.

The Senior Leadership Team is responsible for taking appropriate action in any case of discrimination in line with the West Lothian Council policy.

All members of staff are expected and supported to deal with racist incidents as they occur, to know how to identify and challenge racial, cultural bias and stereotyping; to support pupils in their class for whom English is an additional language and incorporate principles of equality and diversity into all aspects of this work. The school, with support from the authority, will ensure that, as an element of training, all staff are provided with clear guidelines for words, expressions and actions which breach this policy and the mechanism for reporting such breaches.

Winchburgh Academy will ensure respect for the religious beliefs and practices of all staff, pupils and parents (all community members) and will comply with all reasonable requests relating to religious observance.

It is the Head Teacher and Senior Leadership Team's responsibility to bring the content of this policy to the attention of all members of the school community and that implementation of the policy will influence all aspects of the life of the school, for example, through:

- assemblies for all pupils;
- celebrating and embracing diversity
- copies of all the policy made available to parents;
- the school website;
- curriculum content;
- INSET for all staff.

Race equality is integral to the working life, values and ethos of Winchburgh Academy. This policy will be reviewed annually with members of the school community with reference to local and national policy and landscape.

Policy Updated
DSM

April 2023
Mr. Mitchell (HT)