

RACE EQUALITY POSITION STATEMENT

Background

Calderwood is a non-denominational co-educational primary school in South Lanarkshire. Its catchment area in Rutherglen comprises a mixture of council and private housing. Approximately 33% of Calderwood's roll is formed from placing requests. The school consists mainly of children from a White UK background with 3% from Black Minority Ethnic (BME) backgrounds. Recently, children from Poland have joined Calderwood.

Aims and values

The school fosters caring attitudes and tolerance through the promotion of equal opportunities and good race relations. All children are made aware of the equal value of others irrespective of race.

These aims and values are in line with the Race Relations Act 1976, Race Relations Amendment Act 2000 and the Human Rights Act 1998. This statement reflects the *Equal Opportunities* policy and Inclusive Education policy of South Lanarkshire Council. In addition, it takes into account the National Priorities, in particular, Inclusion and Equality. In light of recent legislation and HMIE inspections of Race Equality, every school in Scotland is now required to promote Racial Equality and be able to evidence their progress in this area.

Leadership and Management

At Calderwood Primary, we are committed to:

- actively tackling racial discrimination and promoting equal opportunities and good race relations.
- encouraging, supporting and helping all pupils and staff to reach their potential.
- working with parents and carers and with the wider community, to tackle racial discrimination and to promote good practice.
- making sure the Race Equality Position Statement and its procedures are followed.

Responsibilities of the SMT are:

Head Teacher	Equality coordinator / CPD coordinator
Depute Head Teacher	Curriculum and Assessment coordinator

The SMT have pastoral responsibilities as follows:

Head Teacher	P4-7
Depute Head Teacher	P1-3

Policies and Procedures

Calderwood Primary actively promotes racial equality and equal opportunity within all policies, procedures and activities. These areas include:

- pupil progress, attainment, attendance and assessment are monitored and relevant support strategies are provided to all pupils. Attainment of pupils from BME backgrounds is monitored. Anti-bullying procedures will be applied to any incidents of harassment, name calling or physical abuse
- racist incidents are tackled in compliance with *Dealing with Racial Harassment within Educational Establishments* (Section 5). In addition, the Anti-bullying policy is based on *Towards a Safer Schools*. The Head Teacher ensures that the Racial Harassment Monthly Monitoring form is completed and returned electronically at the end of each calendar month to Education Resources
- each member of the Senior Management Team (SMT) has first line responsibility for the pastoral care of pupils, staff and parents of a particular stage of the school. The SMT regularly meet to discuss any concerns
- all attendance at CPD activities relevant to the promotion of racial equality will be noted
- the school fully utilises partnerships with relevant external agencies and the community, for example, EAL, translation services and members of particular faith groups
- when resources are requisitioned, attention is given to presenting positive images and avoiding stereotypes

Development – Specific Duties

- **In order to inform the local authority for planning and decision-making, ethnic monitoring takes place within the school. It is ensured by clerical staff that data collected on staff and pupils is accurate. All information is held on the Seemis system.**
- **In the past, the school has accessed interpreting and Translating Services and would do so in the future, where necessary.**
- **The results of ethnic monitoring are presented in an annual report to the School Board in order to keep everyone informed. It should be noted that if there are less than five pupils of ethnic origin no report is necessary.**
- **It is the role of the Equality Co-ordinator to ensure that all staff are aware of the Equality Statement and that procedures are followed. In addition it will be ensured that he/she disseminates current information, assesses the appropriateness of resources and shares positive practice. It is also important that all staff have access to relevant documentation. This currently held in the Equality Co-ordinator's office.**
- **A plan will be drawn up to assess the effects of the Race Equality Position Statement using 'How Good is Our School 3' (primarily Quality Indicator**

5.6) ` A Route to Equality and Fairness` (HMI and South Ayrshire Council 1999), and advice from South Lanarkshire Council. An initial whole staff audit will be undertaken and the plan for next steps outlined. There may be a need for staff development or assistance from outside agencies, the local authority etc. The statement will be reviewed every three years and the above tools will be used to set race equality targets and monitor progress.