

MERE SCHOOL

Race Equality Policy

A racist incident is any incident which is perceived to be racist, by the victim or any other person.

The implications of the Race Relations Act, The Human Rights Act and the Macpherson Report mean that it is unlawful to discriminate on grounds of race, colour, nationality, ethnic origin, gender, disability or sexual orientation. The purpose of this policy is to:

- eliminate unlawful racial discriminations,
- promote equality of opportunity,
- promote good relations between people of different racial groups.

At Mere School we aim to take all reasonably practicable steps to prevent discrimination from occurring. We do this by:

- maintaining a racial incident logbook. This logbook is stored in the office.
- analysing all test results by ethnic grouping so that underachievement can be identified and targets set.
- having a named person responsible for these issues – Mrs Catriona Williamson, Head Teacher.
- monitoring attendance and exclusion by ethnicity.
- promoting the message that diversity is celebrated and racism is unacceptable.
- staff and governors receiving clear, consistent guidance on how to tackle racism.
- requiring all staff to demonstrate their awareness of Equal Opportunity issues and understanding of the needs to children from ethnic minority backgrounds.
- mounting displays with positive visual images of diverse cultures.
- resourcing the library on culturally diverse issues.
- including books in school with non-Eurocentric models.
- featuring music and dance from around the globe in assemblies, concerts etc.
- doing outings and extra-curricular activities which reflect a range of cultural interests.
- offering training courses as and when appropriate.

We strongly believe that this policy is not a ‘bolt-on’ extra. It is part of the whole ethos of the school. We judge each person/child by his/her ideas, values, actions and character and not by his/her racial origins, religion, community or culture. Each of us is equal and different and we believe that our cultural diversity as well as our individual and communal differences enrich our lives at Mere School.

