



Robert Clack School Equal Opportunities in Education Policy (2)

Rationale

The school believes that racism is incompatible with good educational practice and that a commitment to anti-racism is a fundamental legal and professional duty.

The curriculum should provide equal opportunity for pupils to have access to a broad range of learning opportunities irrespective of ethnic group. The issue of racism at institutional level should be considered openly and every effort made to counter it.

The issue of equal opportunities should be addressed by all staff, governors and administrators and brought into the mainstream of thinking about both organisational and curriculum matters.

Purposes

- To eradicate processes of stereotyping in order to ensure that all have the opportunity to reach their full potential.
- To ensure the implementation of anti-racism policy at all school levels.
- To encourage pupils and staff to consider openly the issue of racism at both individual and school level and make every effort to counter it.
- To ensure that all people, irrespective of their cultural background are understood as individuals.
- To encourage pupils to see cultural diversity in a positive light.

Guidelines

- There should be an agreed Code of Practice throughout the school for dealing with racist attitudes and behaviours.
- The school must examine carefully all books and teaching materials to ensure that those portraying stereotyped roles of the races are not used or are used in a critical way.
- The school should attempt to remove racial inequalities which exist in the distribution of teaching staff by seniority and across the subjects. The school needs to consider the effect of this distribution in providing role models for pupils.
- Teachers' expectations should not be influenced by the race of the pupil.
- The school should ensure that the curriculum treats issues relating to the pluralist nature of Britain today in a coherent and comprehensive way, which aims to create and understanding of and interest in different societies, environments and cultures across the world, and which is not judged on the basis of some notion of Euro-centric culture. The content of the curriculum should be presented using a wide range of materials which engage pupils' feelings as well as providing information.
- Pupils should be made aware of the contribution which different societies and groups within them, make to the growing understanding and knowledge of humankind.