



**ORKNEY**  
ISLANDS COUNCIL

**Pierowall Junior High School**

Head Teacher: Mr Andrew King

---

**Policy**

**05.12.2006**

## **Race Equality Policy**

---

### **Introduction**

Pierowall Junior High primary department serves the children of Westray. The secondary department also takes in pupils from Papa Westray.

We have a school roll of 79, including pre-school.

Traditionally the great majority of pupils at Pierowall Junior High School have been children of Westray families. In recent years, however, an increasing number are children whose families have moved to Westray from other parts of the UK. The school population is exclusively white European.

In addition, none of the permanent teaching staff are native to Westray.

At present, there is little significant tension between Westray and non-Westray pupils.

### **Legislative Background**

At Pierowall Junior High School we endorse the OIC Race Equality Policy and through this document we outline our framework for action which will provide the means of putting this into practice.

The Race Relations (Amendment) Act 2000 imposes a general duty upon all public authorities to have due regard to the need:

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

Local Authorities and schools have specific duties:

- To prepare and maintain a written policy for promoting race equality;
- To assess the impact of their policies on pupils, staff and parents of different racial groups and, in particular, the attainment of pupils from these groups;
- To monitor the impact of policies and to take reasonable and practical steps to publish the results of such monitoring each year.

### **School Aims**

At Pierowall Junior High School we aim to:

#### **Curriculum**

- To provide a wide-ranging, differentiated curriculum that enables pupils' to develop educationally in the broadest sense.
- To provide a curriculum that meets pupils' needs, abilities and interests and is presented free from racial, gender or other bias and meets National Guidelines.

#### **Attainment**

- Within a climate of positive reinforcement to monitor and evaluate pupil progress using a variety of approaches as part of the teaching process.

#### **Teaching and Learning (Support for Pupils)**

- To provide a range of teaching and learning experiences which promote independent learning and which allow pupils to develop their individual talents and abilities to the full.
- To equip pupils with the knowledge and skills required to meet future challenges.

#### **Management of Staff**

- To establish effective team working for the benefit of the whole school community.
- To foster a sense of identity, commitment and pride in the school.
- To enable staff to develop expertise and knowledge for the benefit of the school as a whole.

#### **Resources**

- To utilise staff and resources to the best effect for the whole school community.

#### **Ethos**

- To develop the school as a community in which each member exercises concern and respect for the welfare of others and where equal opportunity, self-esteem, value and worth are enhanced.

We are committed to:

- Actively tackling discrimination and promoting equal opportunities and good relations;

- Encouraging, supporting and helping all pupils and staff maximize their potential;
- Working with parents/guardians and the wider community to tackle discrimination and to follow and promote good practice.

### **Achieving Our Aims**

- Race Equality Co-ordinator is
- Is responsible for the promotion and monitoring of equal opportunities and anti-racism policies throughout the school;
- Any incidents of discrimination or harassment should be reported to the Race Equality Co-ordinator who will record details and action taken on the Authority Racist Incident Report Form (see Appendix).

### **Covering the specific duties**

#### **Planning and developing policy**

We have begun a rolling programme of policy review and as policies are reviewed, we will assess the potential impact of these policies on minority ethnic groups, using the guidance on Impact Assessment, issued by the Education Authority, which forms Appendix 3 of the Authority Race Equality Policy.

All new policies will undergo the same assessment. A copy of the Impact Assessment form is attached at Appendix 2.

These assessments will also be informed by: How Good is our School? Inclusion and Equality, Part 3; Promoting Race Equality.

### **Training**

Staff training has been undertaken with regard to the ramifications of the Race Relations (Amendment) Act 2000. It is expected that any new members of staff will receive equalities training as part of their induction programme from the Authority.

### **Monitoring**

- Equality issues within the classroom and the ethos of the school will be monitored through systems already in place in the school including forward plans, classroom visits by the Head Teacher and staff meetings;
- Through our guidance meeting system, all children, including any from different ethnic groups will be monitored, and concerns raised acted on. The SfL teacher will be involved as necessary.
- Using the school's anti-bullying procedures and strategies, pupils staff and parents will have opportunities to consult or liaise. This may include any equality issues and concerns which can be addressed through School Council, parent meetings and staff meetings.

- National Assessment results, and exclusions, are currently monitored on an Authority-wide basis. Currently we have no minority ethnic pupils, but if and when we do have, their results will be scrutinized. Support will be given to ensure that pupils from different ethnic groups fulfill their potential and that any difficulties are addressed.

### **Publishing**

- As numbers from minority ethnic groups in Orkney schools are very small, there is a concern that individuals could be identified in small communities. Therefore, the Education Department will monitor data at the Authority level and publish the results for the whole of Orkney;
- Broader statements about our school's race equality monitoring will be published in our Standards and Quality Report.

### **Promoting Race Equality in the Curriculum**

- Equality issues and issues around racism and discrimination are dealt with discretely in PSD and Global Citizenship.
- Areas of cultural diversity are discretely covered in Religious and Moral Education
- **Developments are underway to embed elements of International Education in all subject areas. This could potentially lead to links being made between Pierowall Junior High School and schools in other areas. (SIP etc)**
- The curriculum is reviewed regularly and learning and teaching monitored to ensure that it is appropriate to the needs of all pupils.
- Provision of teaching materials and resources which are appropriate for all children and their needs, which reflect all sections of society and challenge prejudice and injustice.

### **Review**

- This policy will be reviewed in line with the rolling policy review programme.

### **Appendices**

- Racist Incident Report Form
- Pro-forma for equalities initial impact assessment of new school policies.