



## **Race Equality Policy**

### **Anti Racist Strategy Aims**

1. Raise understanding and awareness of the nature of racism
2. Accept responsibility for our actions and their effects on others
3. Support people in exploring their own identity and understanding their own experience
4. Develop the necessary skills, strategies and confidence for individuals, groups and organisations to combat racism
5. Celebrate, share and build on good practice
6. Increase understanding and respect for differences
7. Change behaviour and attitudes
8. Monitor and evaluate progress

### **Working with Children**

We will;

- Deliver activities which raise self esteem and aspirations
- Develop resources which celebrate cultural diversity and global awareness
- Develop resources and material appropriate to a multi-ethnic community
- Support the development of activities to meet social, cultural and linguistic needs of children

### **Working with Parents and the Community**

We will;

- Identify need for communication in community languages –written, audio-tapes, interpreting
- Organise events to celebrate cultural diversity
- Work with the Ethnic Minority Achievement Service as appropriate

### **Working with Staff**

We will;

- Encourage Staff to access relevant training
- Support the use of bilingual resources
- Make anti-racist values over when working with children and adults

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## **Recruitment**

We will;

- Implement a fair recruitment policy
- Select candidates for interview and appointment against a shared person specification
- Question candidates at interview about their awareness of equal opportunities issues

Signed: \_\_\_\_\_

Policy Date: \_\_\_\_\_

Review Policy: \_\_\_\_\_