



Race Equality Policy

Rationale

At Alwoodley, Roundhay and Moortown Children's Centres we are committed to equality of opportunity for all regardless of racial, ethnic, cultural or religious backgrounds. We will tackle racial discrimination within our community. Our inclusive ethos will ensure that every member of the community is treated with equal respect regardless of their faith, origin or ability.

Alwoodley, Roundhay and Moortown Children's Centres will provide a welcoming and positive environment for users and the whole community.

Aims

- *To treat staff, children and users with respect and value their beliefs and culture.*
- *To develop an ethos that promotes racial equality and develops understanding and tolerance.*
- *To challenge stereotypes and misconceptions about different religions and cultures.*
- *To manage racial equality issues openly and promptly.*
- *To ensure policies and procedures do not discriminate and address issues of race equality.*

Implementation of Policy

Roles and Responsibilities of the Children's Centre Services Manager:

- Promoting race equality and ensuring that every aspect of the Centres is managed fairly to ensure no racial discrimination takes place.
- Ensuring that all staff members and users understand their roles and responsibilities in promoting race equality by sharing this policy and procedures during the staff induction process.

Wendy Wooler
15/02/16



- Ensuring training and development needs of staff are met as part of the arrangements for performance management.

Staff Recruitment and Career Development

- At Alwoodley, Roundhay and Moortown Children's Centres, recruitment procedures will adhere to the Race Relations Code of Practice in Employment and equality legislation.
- Staff will receive training to enable them to effectively foster racial harmony and equality and manage racial equality issues sensitively and effectively.

Users and Visitors who have English as an Additional Language

- Our Centres will value bilingual learners and recognise that they can enhance the development of all children and adult users.
- Bilingual learners will be identified at the earliest opportunity and receive support to help them develop.
- Our Centres will celebrate different cultures and religions through resources, displays and special events.
- Our Centres will ensure that there are resources and equipment which provide community languages and dual language texts in order to enable children and Centre users to continue to develop their literacy in their first language.
- Our Centres will use skills and knowledge of parents and local communities in producing resources for use with bilingual learners.
- Our Centres will aim to provide interpretation and translation for children and families requiring support. Volunteers from within the community will be encouraged to help with this provision.

Monitoring of Racist Incidents

Definition of a Racist Incident

'Any incident which is perceived to be racist by the victim or any other person.'



An expression of racism in whatever form can be considered to be a racist incident. Examples of racist behaviour include; physical harassment, verbal harassment, verbal abuse or threats, racist jokes, ridicule of a person's speech, appearance, background or culture, non co-operation or disrespect to another person on racial grounds.

- Racist incidents must be reported to the Children's Centre Services Manager immediately and recorded on a Racist Incident Log Record Sheet.
- Monitoring all reports and taking action as appropriate.
- Calling the police if the incident is deemed of a very serious nature.
- Deciding on action to be taken and this may include temporary or permanent exclusion from the Centre.

Monitoring Data and Information

- At Alwoodley, Roundhay and Moortown Children's Centres we will monitor the outcomes and achievements of children and Centre users according to the data held on ethnic origin.
- Progress of ethnic minority children and adults will be monitored to ensure they are making good progress and achieving in line with other groups. The information will also enable our Centres to plan appropriate activities and services to enable people from an ethnic minority to achieve more.
- The Children's Centre Services Manager will monitor the percentage and numbers of ethnic minority people accessing services and ensure that services are advertised and marketed to all members of the local community, regardless of race or ethnic origin.

Any questions about this policy should be directed to the Children's Centre Services Manager.