

Banwell Buddies 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 overt when working with children and adults

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

This policy was adopted at the meeting of _____

Held on _____

Signed on behalf of the Management Committee _____

Role of signatory _____