

Racial Equality Policy

Although our community is largely monoculture, at Birkwood we take pride in our inclusive ethos, where discrimination is not an option.

At Birkwood Primary School, the happiness and well being of our children is paramount and we hope to instil in them a life-long love of learning and respect for both themselves and others. (Vision Statement, September 2009)

Racial Equality Statement

Birkwood Primary is a school where our vision is embodied in our motto, 'Inspire, Cherish, Achieve together' alongside a commitment to justice in order to educate our children and enable them to make their proper contribution to society.

Birkwood Primary School:

- is opposed to all forms of racism which seek to disadvantage or discriminate persons on the grounds of colour, culture or ethnic origin;
- will continue to re-appraise and develop its organisation and curriculum in order to create an ethos that meets the needs of all its pupils;
- will endeavour to provide an environment where the pupils can achieve their full potential spiritually, morally, socially, intellectually, emotionally and physically;
- will not tolerate racist behaviour such as name calling, stereotyping of any ethnic group, insulting remarks, offensive graffiti, undue pressure on individuals and bullying;
- will not use literature that is racially biased and dependent upon stereotypes, nor will it allow the distribution of racist literature or pamphlets or permit the wearing of racially offensive symbols;
- will take immediate and positive action against any racist offences whoever may be the perpetrator. Those responsible will be made aware of the school's opposition to racism and reasons will be given. Sanctions will be applied as judged appropriate according to the circumstances and having in mind a positive outcome following guidance from the Local Authority.

In light of the above, Birkwood Primary School, is aware of the need to publicise its Racial Equality Policy and code of conduct. It will keep them under review and maintain a system of monitoring their effectiveness.