



We follow the Aberdeenshire policy and procedures to ensure equality and fairness for all stakeholders.

We are committed to providing and maintaining equality of opportunity for all children, parents and carers within the Strathburn school community.

### **Equal Opportunity principle statements**

- Discrimination on the basis of creed, colour, culture, origin, gender and ability is unacceptable.
- Every person will contribute towards a happy and caring environment by showing respect for and appreciation of each other as individuals. We promote the principles of fairness and justice for all through the experiences that we provide.
- We ensure that all children have equal access to the full range of opportunities provided at Strathburn.

### **Racial equality principle statements**

- We are committed to combating racial discrimination and racial harassment by challenging stereotyping and prejudice whenever it occurs.
- We are conscious of the need to put effort into the celebration of cultural diversity of our community and show respect for all minority groups.
- We endeavour to make Strathburn a welcoming place for all ethnic and national groups represented in our community.
- We ensure that all recruitment, employment, promotion and training systems are fair to all, and through the Continued Professional Development scheme, provide opportunities for everyone to achieve.
- We strive to remove forms of indirect discrimination that may form barriers to learning (e.g. books that reflect diverse society without negative images of some cultures).

### **Methods of Promoting Racial Equality**

- We follow Aberdeenshire admissions policy for schools. This process does not permit gender, race, colour or disability to be used as criteria for admission.
- Children's names are accurately recorded and correctly pronounced. Children are encouraged to accept and respect names from all cultures.
- We will regularly check our books, posters and other sources to ensure that they reflect a multi-racial society, positively and accurately. Boys and girls will have the same opportunities and be actively encouraged to use all activities.
- We use stories and poems from a variety of cultures.
- Opportunities to experience other cultures, languages and celebrations will be included in the school curriculum.
- Children will be encouraged to welcome a range of different festivals together with stories, celebrations and special food and clothing they involve as part of the diversity of life.
- All medical, cultural and dietary requirements will be met.

**Communication**

- Contact can be made to the Bilingual Support to request Interpreting and Translation services.
- We access advice from the "English as an Additional Language" support group.
- Care is taken to ensure that parents who have poor literacy skills receive support with newsletters and written information.

**Special Needs**

- We recognize the wide range of special needs of children and families in the community and will consider what part we can play in meeting these needs. We take account of the needs of people with disabilities when planning meetings. Strathburn School has wheel chair access throughout the school building.

Collegiate agreement:	August 2008
Parent Council acknowledgement:	September 2008
Reviewed:	November 2010
Reviewed:	September 2011