

Rickmansworth Children's Centre



Racial Equality Policy *Final (November 2009)*

This policy represents the agreed principles for ensuring racial equality throughout the Children's Centre. This policy has been agreed by the Board of Trustees, Lead Agency and management of the Children's Centre.

Introduction

The mission statement of the Children's Centre talks of supporting and empowering all families with young children, enabling them to access a range of quality services, to enhance the wellbeing and safety of every child in our community. Within this environment, we do not tolerate bullying or harassment of any kind. We aim to reflect the multi-ethnic nature of our society and ensure that the individuality of each Centre user is upheld, irrespective of ethnicity, age, disability, gender or background.

This policy adheres to the race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000. This policy must be read in conjunction with other related policies – Equal Opportunities and Anti-bullying.

The General Duty requires us to have due regard to the need to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

The specific duties require us to:

- Prepare a written policy on racial equality
- Assess the impact of our policies, including this policy, on staff and Centre users of different racial groups

Aims and Objectives

At Rickmansworth Children's Centre we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of Centre life. We do this by:

- Identifying clear procedures for dealing quickly with incidents of racist behaviour
- Making staff and Centre users confident to challenge racist and aggressive behaviour
- Actively tackling racial discrimination and promoting racial equality

Tackling racial harassment

Any incident of racial harassment is unacceptable in the Children's Centre. Incidents could take the form of physical assault, verbal abuse or damage to property, and will include any incident the 'victim' deems to be a racially abusive. Any incident must be reported to the Centre Manager as soon as possible, who will follow the agreed procedure:

- Stop the incident
- Discuss what action the victim would agree to
- If the incident is witnessed by a third party, obtain reports
- Record the incident in the incident book

All racist incidents will be recorded and reported to the Governing Body and Board of Trustees.

Policy impact

We have a rolling programme for reviewing Children's Centre policies. We regularly review the impact of our policies on the needs of the centre Users and staff from different ethnic groups. We regularly monitor the impact of our policies on different groups to ensure that the various needs are catered for.

Children's Centre performance information is compared to national data to ensure the relevant needs are being met to the national standard.

We consult with the Board of Trustees about their opinions on the impact of our policies.