

CHALLENGING RACISM

- Make sure you know how to respond to racist language or comments. Sometimes a few words are all it takes to convince someone they are wrong. Make sure you know what procedures are in place to deal with racist incidents.
- Ensure you are aware of HMIE QIs relating to equality and the guidance contained in 'How Good is Our School' 'Self Evaluation Series Part 3: Promoting Race Equality' and HMIE QIs for FE.
- Find out what training is available to support teachers/lecturers in promoting racial equality.
- Find out what resources and material are helpful.
- Seek out relevant CPD opportunities.
- Be aware of the importance of diverse and positive images of society.
- Combat racist myths as they arise.
- Listen to those who have experienced racism.
- Question your own values and beliefs.
- Familiarise yourself with EIS policies.
- Seek help and additional information if you need it.

Useful sources

www.eis.org.uk

www.equalityhumanrights.com

www.scottishrefugeecouncil.org.uk

www.tuc.org.uk

www.scotland.gov.uk

www.bemis.org.uk

www.oneworkplace.co.uk

www.ltscotland.org.uk

This document is also available by request in Braille, large print, various computer formats and in community language translations.

Please contact EIS Equality Department on 0131 225 6244.

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EIS EQUALITY

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RACISM**

*"A bundle of meagre
belongings is not
necessarily the only thing
a refugee brings, to his
or her new country"*

*United Nations High
Commissioner for Refugees*

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CHALLENGING RACISM

Challenging Racism

Challenging racism is part of our responsibility as educators. It is about creating a culture of equality and respect. It is about allowing all learners, children and young people to achieve their potential.

As a member of the EIS you are supported by your trade union which has clear policies and a long track record in combating racism in education, in society and in the workplace. You may find yourself arguing the case against racism in the staff room or with learners.

As someone who works in the education sector you are supported by legislation which places a positive duty on public bodies to promote race equality. There should be Race Equality Schemes in place in your establishment or local authority which plan how this duty will be carried out.

Legislation on its own is not enough to challenge racist attitudes. You are also supported by policy and practice. There are many examples of good practice in our educational establishments which challenge racism.

In the UK, the main law dealing with racial discrimination is the Race Relations Act 1976, which was amended by the Race Relations (Amendment) Act 2000.

This legislation makes it unlawful to discriminate against anyone on grounds of race, colour, nationality (including citizenship), or ethnic or national origin. The amended Act also imposes general duties on many public authorities to promote racial equality.

Equal Opportunities and anti-racism should be inherent in the structure of all educational establishments. The promotion of anti-racism should be a clear feature of development planning. This should be part of the Race Equality Scheme for local authorities and schools. It must be seen to be integral to the teaching and learning process. Each educational establishment should understand and accept its obligation to promote anti-racism and to provide a curriculum and ethos which will prepare children, young people and adults for the diverse society in which they live.

EIS EQUALITY

The Race Equality Duty

The Race Equality Duty was introduced into legislation in the Race Relations (amendment) Act 2000. It means that public bodies must have 'due regard' to the need to:

- eliminate unlawful racial discrimination;
- promote equality of opportunity; and
- promote good relations between people of different racial groups.

What are the specific duties?

The specific duties require all listed public bodies to publish a race equality scheme that identifies all functions/policies that are relevant to race equality. The scheme should be a timetabled and realistic plan, setting out the public body's arrangements for meeting the general and specific duties. They must also set out arrangements to:

- Assess and consult on the likely impact proposed policies will have on the promotion of race equality found in our race equality impact assessment guidance
- Monitor policies for adverse impact
- Publish the results of the impact assessments, consultation and monitoring
- Make sure the public have access to information and services
- Train staff on both the general and specific duties
- Review the list of functions/policies at least every three years.

Although there is no requirement to revise and republish the race equality scheme every three years, we recommend public bodies to do this.

WHAT YOU CAN DO

- Ensure you are aware of the Race Equality Scheme for your establishment.
- Raise the issue with management to make sure it is monitored.
- Be vigilant about all incidents of racism.