



**Dorothy Gardner Centre  
Mary Paterson Nursery School  
Queens Park Children's Centre**

**Race, Anti-Discrimination and Diversity Policy**

Across the federation we believe race equality is about the celebration of diversity, the prevention of racial discrimination, the promotion of equality of opportunity and the active encouragement of good race relations across all areas of the School's work.

We believe that it is essential in encouraging the formation of positive self-esteem in children and families. This, in turn, enables them to fulfil their potential to:

- Recognise our duties under the Race Relations (Amendment) Act 2000 and to apply Westminster City Council's Race Equality Policy
- Ensure a federation wide approach is used to promote racial equality and eliminate discrimination
- Ensure that diversity is recognised as having a positive role to play within the centre.
- Recognise the importance of language and culture to a person's sense of identity and belonging
- Ensure that clear procedures are in place so that racist incidents, sexual or gender discrimination and harassment are dealt with promptly, firmly and consistently
- Ensure the environment and resources of the centre are inclusive and promote diversity, gender and racial equality.

**Guidelines**

1. The rationale and purposes above are applied to our full range of policies, procedures and practices across the School including those concerning: • School user's progress, assessment and attainment • Behaviour • Teaching and learning • The content of the curriculum • The learning environment • Partnerships with parents, schools and communities • Staff recruitment and professional development



2. All staff will address any racist incidents that may occur; know how to identify and challenge racial and cultural bias and stereotyping; support children for whom English is an additional language; and incorporate principles of equality and diversity into all aspects of our work. We do this by encouraging and modelling:

- Positive attitudes about people different from ourselves
- Empathy and understanding between all Mary Paterson, Dorothy Gardner and Queen's Park Children's Centre users