

BRIG Entry "1980s City of Birmingham District Council: Education for our Multicultural Society: a Policy Statement."

As part of its policy for a just and equal society, Birmingham requires all its educational institutions and services to establish, maintain and promote racial equality and justice.

All schools and colleges, therefore, are required to implement the three aims:

- 1. to be aware of and to counter racism and the discriminatory practices to which it gives rise.
- 2. To be aware of and to provide for the particular needs of pupils having regard for their racial, ethnic, cultural, historical, linguistic and religious backgrounds.
- 3. To prepare **all** pupils for life in our multicultural society and build upon the strengths of cultural diversity.

In order to achieve these antiracist multicultural aims, all personnel in educational institutions and services:

- 1. Understand the principles and practices of racial equality and justice and implement them.
- 2. Identify and eradicate all discriminatory practices, procedures and customs and replace with practices, procedures and customs which are fair to all.
- 3. Empathise with the needs, aspirations and demands of the black and minority ethnic communities and respond sensitively to them.
- 4. Encourage black representation and participation in all decision-making processes.
- 5. Encourage the recruitment and promotion of black and ethnic personnel at all staffing levels.
- 6. Encourage the appointment of black and ethnic minority governors and managers.
- 7 Monitor and evaluate the implementation of this policy and make changes as appropriate.

This policy is antiracist in that it attempts to tackle the racist assumptions, omissions and practices that underlie much of what we do in the education system. It is multicultural in that it takes account of, and incorporates into educational procedures, practices and content a respect for the various cultures that make up our city and society.

2. Multicultural Support Service (MCSS) set up incorporating the DTESL and Multicultural Resource Unit (MRU) and setting up an African Caribbean Development Unit, Multicultural Development Unit (MDU), Community Languages Development Unit (CLU), Schools In-Service Unit (SISU).

In 1983 the journal "Multicultural Review" was produced and circulated to all schools.

FOREWORD BY THE SECRETARY OF STATE FOR EDUCATION AND SCIENCE

This report is about a complex and important subject. The response of the education service to ethnic diversity concerns all who have responsibilities in education as well as all parents and their children.

The government is firmly committed to the principle that all children, irrespective of race, colour or ethnic origin, should have a good education which develops their abilities and aptitudes to the full and brings about a true sense of belonging to Britain. The Committee's report explores in detail how this principle may be made good, marshalling in the process a mass of evidence. At my request Lord Swann himself has written a brief guide which draws the reader's attention to the main issues in the report and to its central findings.

We can all be grateful to Lord Swann and his colleagues for their hard work over a long period of time. They have done a great service in drawing the issues affecting ethnic minority pupils to public attention.

KEITH JOSEPH

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