



St Mary's Catholic Primary School

**Race Equality Policy
September 2018**

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MISSION STATEMENT

Jesus said "Love one another as I have loved you."

These words are the heart of our school family.

Within our Catholic community, where prayer, liturgy and reflection are valued as part of daily life, the Christian values of friendship, compassion and forgiveness are shared.

Together we are proud of our own faith and beliefs whilst remaining respectful of others.

We celebrate achievement in all aspects of school and home life - everyone is unique and a child of God.

RACE EQUALITY POLICY

Rationale

The Race Relations (Amendment) Act 2000 imposes a positive duty on schools to

- promote racial equality
- promote good race relations
- eliminate unlawful racial discrimination

This policy, which complements the Equal Opportunities Statement, has been developed to enable St Mary’s School to meet the specific duty to have a Race Equality Policy and to keep it up to date.

Responsibilities

<p>The governing body is responsible</p> <ul style="list-style-type: none"> • for ensuring that the school fulfils its legal responsibilities including those arising from the Race Relations Amendment Act and that the school complies with Race Relations legislation, including the general and specific duties arising from the Race Relations Amendment Act 2000 • with the assistance of the Head teacher, for ensuring that the policy and its related procedures and strategies are implemented 	<p>The governing body will</p> <ul style="list-style-type: none"> • maintain an overview of implementation of the race equality policy and racial equality will be a regular agenda item at governor meetings • in partnership with school management, will be proactive in promoting racial equality, good race relations and tackling unlawful racial discrimination • in collaboration with school managers, will encourage, support and enable all pupils and staff to reach their potential
<p>The Head teacher is responsible</p> <ul style="list-style-type: none"> • with the governing body, for ensuring the policy and its related procedures are implemented • for ensuring that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil these responsibilities • for taking discipline action against staff and pupils who racially discriminate 	<p>The Head teacher will</p> <ul style="list-style-type: none"> • co-ordinate all matters relating to race equality • deal with reported incidents of racism and racial harassment • ensure compliance with the Race Equality Policy and Equal Opportunities Statement
<p>Teaching staff are responsible for</p> <ul style="list-style-type: none"> • ensuring that pupils from all racial groups are included in all activities and have full access to the curriculum • promoting racial equality and diversity through teaching and the relationships they develop with staff, parents and the wider community 	<p>All staff are aware of</p> <ul style="list-style-type: none"> • how to deal with racist incidents and how to identify and challenge racial bias and stereotyping • their duty to promote racial equality, promote good race relations and challenge discrimination • the need to keep themselves informed about Race Relations legislation

Visitors and contractors are responsible for complying with the school’s Race Equality Policy.

Aims

St Mary's School is committed to teaching Gospel values. From this basis our aims are:-

- that all school policies, procedures and practices promote racial equality, good race relations and challenge racial discrimination.
- to ensure that the school is a place where everyone, irrespective of their race, colour, ethnic or national origin or citizenship, feels welcome, valued and able to achieve their full potential.
- to protect the rights of all pupils, staff, parents, governors and visitors to the school
- to respect and value differences between people
- to meet the diverse needs of pupils
- to prepare all pupils for life in a multiethnic society
- to acknowledge the existence of racialism and be proactive in tackling and eliminating racial discrimination

Racism, Racial Harassment and School Ethos

St Mary's School:-

- opposes all forms of racism, racial prejudice, racial harassment and racial discrimination
- values and supports diversity through a range of activities including PHSE and Citizenship curriculum, assemblies and performances
- caters for the dietary and dress requirements of different religions
- will actively promote good personal and community relations by fostering a positive atmosphere of mutual respect and trust among pupils from all racial groups
- has procedures for dealing with, recording and reporting incidents of racial harassment and bullying that are consistent with LEA policies and guidance
- will ensure that incidents of racial discrimination and racial harassment involving pupils will be dealt with promptly, firmly and consistently in accordance with the school's disciplinary procedures for pupils, and that actions will be taken to support victims
- will work with the LEA and other partners to tackle racism and racial harassment
- will ensure that all staff will be given appropriate training and support to enable them to deal effectively with racist incidents, racial harassment and racial bullying
- will ensure that all pupils, staff and parents are made aware of the procedures for dealing with racism and racial harassment and that such behaviour is always unacceptable
- will ensure that all incidents of racial discrimination and racial harassment involving staff will be dealt with in accordance with the school's discipline and grievance procedure

Admissions and Attendance

This section complements the Admissions Policy.

St Mary's School will ensure that:-

- the Admissions Policy and criteria do not disadvantage pupils from particular racial groups
- parents/guardians/carers are aware of their responsibilities in relation to pupil attendance and absence, as indicated in the Home School Agreement and Prospectus

Attainment, Progress and Assessment

St Mary's School:-

- has high expectations of all pupils and is committed to enabling all pupils to achieve the highest standards that they are capable of
- will ensure that pupil attainment and progress will be monitored by ethnicity and gender and evaluated to identify trends and patterns of underachievement
- will take action to remove any disparities in performance between different groups of pupils
- recognises and values all forms of achievement and gives recognition to children who achieve their full potential
- will monitor assessments to ensure that they are, as far as possible, free of cultural or linguistic bias
- will ensure that all pupils are appropriately supported in assessments and that attention will be paid to identifying and meeting any support needs for groups particularly disadvantaged (e.g. travellers, refugees, asylum seekers, pupils for whom English is an additional language, Looked After children).

Behaviour, Discipline and Exclusions

St Mary's School will:-

- monitor exclusions by ethnicity
- take appropriate action to investigate and, if injustice is found, remove any disparities in rates of exclusion between different racial groups.
- recognise and take into account that cultural background may affect behaviour

Curriculum

St Mary's School will ensure that:-

- the curriculum is planned to incorporate the principles of racial equality, challenges racism and promotes positive attitudes towards ethnicity
- all pupils have access to the curriculum
- resources and displays portray positive images of diverse people and cultures
- extra-curricular activities and events will cater for the interests and capabilities of all pupils

Staff recruitment and Professional Development

Mary's School will ensure that:-

- all staff are encouraged to develop and achieve their full potential
- applicants for jobs, promotion and professional development opportunities are not discriminated against on racial grounds
- all those involved in recruitment and selection will be aware of what they should do to avoid racial discrimination

Partnerships with Parents and Communities

Mary's School will ensure that:-

- all parents are encouraged to participate at all levels in the full life of the school
- information and material for parents is accessible in user friendly language and will be made available in languages and formats other than English, when appropriate

Implementation

St Mary's School will implement this policy by:-

- ensuring that a concern for race equality underpins every aspect of school life
- ensuring that the whole school community is aware of, and understands, the need to promote race equality, develop good race relations and challenge discrimination
- following advice and recommendations of local and national agencies, including the Catholic Education Service, Shrewsbury Diocese Education Service, Telford and Wrekin LEA and the Commission for Racial Equality

Policy Planning and Review

St Mary's School will ensure that:-

- ethnic monitoring data on admissions, attendance, exclusions, sanctions, rewards, participation in educational non-and residential visits and other extra-curricular activities, will be used to inform planning and decision making
- ethnic monitoring data is used to monitor the attainment and progress of pupils and to set targets for removing any identified disparities between different groups of pupils

Reviewing and Evaluating Policies

St Mary's School will ensure that racial equality issues arising from reviews and evaluations will be used to inform planning and decision making.