

St James the Great RC (VA) Primary and Nursery School



Race Equality Policy

Spring 2008

This policy is in draft form and has still to be formally informed by the views of staff and Governors.

As a Catholic School, St James the Great R.C. (VA) Primary and Nursery School is committed to equality for all, regardless of race, nationality, colour, ethnic or national origin and complies with the statutory requirements outlined in the Race Amendment Act 2000

Aims of Race Equality Policy

- *To help implement the school's Mission Statement especially its purpose "...to provide a framework within which all pupils are enabled to develop their academic, moral, physical and spiritual potential. ...The school will foster a respect for self and others in a climate of tolerance of individual differences...".*
- To create a positive atmosphere based on a sense of Christian community and its shared values through a loving, caring ethos, based on the teachings of Christ with Religious Education at the heart of the curriculum.
- To foster the development of the Catholic Faith in each individual.
- To define the aims of the school in relation to race equality.
- To clarify responsibilities and obtain consistency of approach from all staff, both teaching and non-teaching.
- To ensure children know and understand what is expected in terms of race equality.
- To create a climate which values all cultures, especially cultural differences in showing respect and the worth of every individual through each curriculum policy.
- To clarify for parents what is expected by the school, developing caring relationships between home/school/parish and the wider community.
- To ensure that the pupils experience of relationships within school have a formative and significant influence on their understanding of interpersonal skills.
- To enhance a feeling of belonging and pride in the school whilst developing a sense of security.
- To lead children to an understanding that equality is for the collective good of all.
- To increase pupils and staff self-esteem.
- To develop children's own role in upholding race equality by helping them see the cause and effects of their actions and behaviour.
- To lead children to have respect for people and relationships.
- To gain a calm, peaceful and prayerful atmosphere in school when required.
- To ensure the safety of all within the school.
- To maintain good behaviour and order.
- To help prepare children for 'Citizenship' and adult Christian life.
- To ensure that equal opportunities exist for all within the school.

Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration.

We are therefore committed to promoting;

- **the uniqueness of the individual**

We believe that every person is a unique individual created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God

- **the search for excellence**

We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of our local community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.

- **the education of the whole person**

We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare young people for a life working with others in communities which may be diverse socially, culturally and religiously. We recognise that it is important to help pupils to understand their own ethnic identity and cultural heritage in liaison with their families as well as helping them to understand similarly of others irrespective of whether the school serves or is located within those communities.

- **the education of all**

We have a duty of care for all, with preferential consideration for the poor and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged within our stated admission criteria.

- **moral principles**

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to those moral and spiritual values in the wider world.

In accordance with its commitment to Equal Opportunities the school is committed to preventing racial discrimination and to promoting both equality of opportunity and good race relations between staff, children and parents and also in its dealings with the wider community.

Consequently we will strive to ensure that;

- a. any person recruited to the service of the school whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and is required to support them
- b. our admission policy is designed to ensure that no racial discrimination either direct or indirect takes place
- c. all of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in anyway to unlawful discrimination, whether intentional or unintentional and to ensure that all are enabled to reach their full potential

Finally we acknowledge that minority groups have often suffered disadvantage due to prejudice or ignorance. We recognise that it is all too easy for the structures of institutions to result in “inequality by default”. We therefore commit ourselves to take positive steps to examine our policies and practice and to change and adapt them where appropriate to meet the stated aims of this policy.

Responsibilities

Governing Body

The Governing Body has overall responsibility for the implementation of this policy as follows;

The Headteacher and Governors are responsible for ensuring that all activities within their remits are reviewed to ensure that they are in keeping with the schools commitment to promote racial equality, making amendments as appropriate.

Headteacher

The Headteacher is responsible for;

- i. making sure the race equality policy is readily available and that all Governors, Staff, Pupils and their parents and guardians know about it.
- ii. ensuring that the race equality policy and its procedures are followed
- iii. producing information for staff and governors about the policy and how it is working and providing access to training on the policy as necessary
- iv. ensuring all staff know their responsibilities
- v. taking appropriate action in cases of racial harassment and racial discrimination should they ever occur

All staff

All staff are responsible for;

1. dealing with racist incidents and being able to recognise and tackle racial bias and stereotyping
2. promoting equal opportunities and good race relations and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins;

and

3. keeping up to date with the law on discrimination and taking up training and learning opportunities

As each curriculum area is revisited in line with the School Improvement Plan the promotion of race equality will be considered.

Subject leaders should ensure that each curriculum area is developed in a culturally sensitive way, which promotes racial equality, celebrates differences, avoids stereotypes and prepares children for life in a multi-ethnic society.

Monitoring

The monitoring of the school's Race Equality Policy will be undertaken as follows;

Governors curriculum committee will;

- review curriculum policy development
- review the analysis of pupil data from the perspective of the ethnicity variable
- monitor exclusions
- monitor racial incidents

School Staff will;

- observe teaching
- scrutinise work
- log incidents
- develop pupil participation in the wider life of the school

Promoting Racial equality in the wider community;

The school will seek to promote racial equality in the wider community by;

- dialogue between home and school
- dialogue with the parishes served by the school
- dialogue at Deanery and Diocesan level
- liaison with the LEA as appropriate
- liaison with external agencies
- direct provision of EAL and EMA support for identified children
- support for refugee and asylum seeker pupils on a needs basis
- access to interpreters for parents on request

This policy will be posted on the school's web site once agreed and will be made available to all stakeholders in the school community.

For any breach of the Race Equality Policy by pupils the school's behaviour policy will apply. Breaches by staff will be dealt with as a staff disciplinary issue under the prevailing procedures.