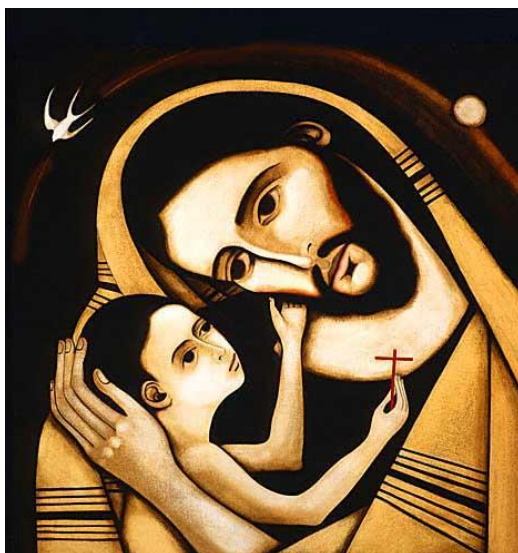
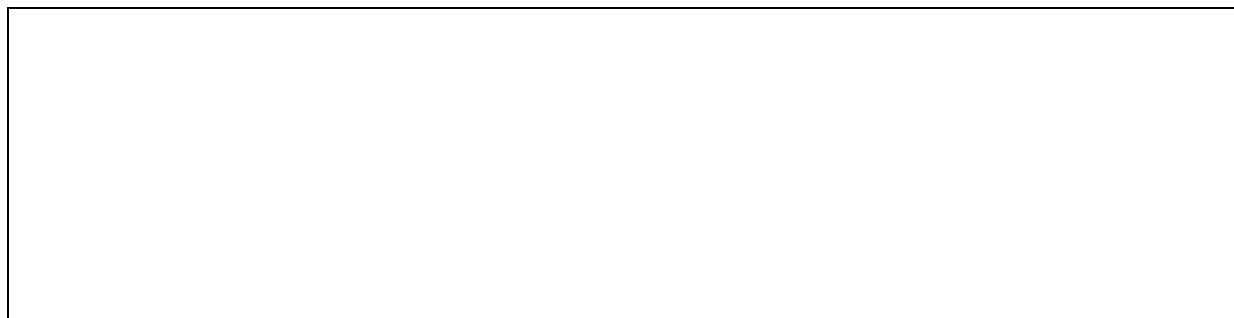




St. Joseph's Catholic Primary School Clydach



Racial Equality Policy



St. Joseph's Catholic Primary School

Policy on the promotion of Racial Equality

School Mission Statement

'Together in Christ – Living, Learning and Growing.

Introduction, Aims and Values

The Governing Body of St. Joseph's Catholic Primary School welcomes its duty to put in place a policy to promote racial equality. Our essential belief as a school community in the Gospel message commits us to be in the forefront of the movement for social and racial justice.

We believe that Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration. We have a duty to 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.

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. We are wholly committed to ensuring that everyone at St. Joseph's is given every opportunity to develop their talents to the full.

Through a variety of educational experiences and interactions we seek to prepare our pupils for a life, living - and ultimately working with others from different social, cultural and religious backgrounds. We further recognise that it is important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others. We believe this is fundamental to the common good.

St. Joseph's is opposed to all forms of racial prejudice and discrimination. Language or behaviour which is racist or potentially damaging to any ethnic or racial group will not be tolerated. Our school adopts the definition of a racist incident as being "any incident which is perceived to be racist by the victim or any other person" (following the Steven Lawrence Inquiry and the Macpherson Report)

St. Joseph's is committed to a positive policy of promoting good race relations, and eliminating any unlawful or unfair discrimination, by providing equal opportunities for all pupils in all aspects of the curriculum. The school's approach to teaching and learning aims to provide for the specific needs of each pupil – including appropriate support as and when needed. We shall encourage, support and help all pupils and staff to reach their potential.

Consequently we will:

Encourage respect for, and tolerance of people of different race and religion

Regularly assess our teaching materials and resources for racial bias

Take into account differences in ways of teaching and learning, providing full access to the curriculum for individual and ethnic groups

Assess and monitor pupil progress and attainment, providing support to individual or ethnic groups where necessary

Deal with all behaviour and discipline issues with regard to the individual

Ensure our admissions criteria will not detrimentally affect any racial or ethnic group

Monitor attendance and take appropriate action where necessary

Have equal opportunities in staff recruitment and professional development and membership of the governing body

Work with parents and the wider community to foster good race relations.

Ensure that 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 required to support them.

Ensure that children who are admitted to the school and their families are fully aware of our aims and objectives and undertake to support them.

Responsibilities

The **Governing Body** is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures are implemented. It will review the policy regularly and be involved with any serious breaches of it. The named governor for race equality issues will be the chairperson.

The **Headteacher** is responsible for implementing the policy and for reporting progress to governors. The headteacher should ensure that all staff are aware of their responsibilities and suitably trained to meet them and should take appropriate action where the policy is not followed.

The **Deputy Head** is responsible for maintaining an account of staff training and recording and reporting all incidents of a racial nature.

The **Curriculum Leader for Religious Education** will ensure that Religious Education lessons fulfil the requirements of the Curriculum Directory of the Catholic

Bishops of England and Wales. This is to ensure that there is fidelity to the Catholic tradition which recognizes; values and respects truth and goodwill in other Faiths.

The **Curriculum Leader for PSE** will ensure that race and cultural diversity issues are addressed in the P.S.E. Framework throughout the school, developing attitudes and values to promote understanding of diversity and equality and which challenge racism.

All **Staff** are responsible for dealing with racist incidents, and for being able to recognise and tackle racial bias and stereotyping. Staff should refer to the Code of Conduct and Discipline Policy, seeking support where necessary, and ensure that any incident is reported in the first instance to the Deputy Headteacher. Staff are to promote equal opportunities and good race relations, keeping up to date with the law on discrimination and attending relevant training.

Implementation of the Policy

All staff and governors will have a copy of the policy. It is to be implemented by all members of the school and it should permeate through all other policies. The statement of policy will be included in the school prospectus and a copy of the policy will be made available to any parent on request.

As far as possible training will be made available to staff and governors as part of their continuing professional development.

Policy Review

The effectiveness of this policy will be reviewed regularly by the governing body. The impact of measures to promote racial equality and good race relations will be considered when carrying out school self review and evaluation.

Breaches of the Policy

Involving **pupils**: the incident will be discussed with the pupil(s) and appropriate action taken according to the school's Code of Conduct and Discipline Policy.

Involving **staff**: the incident will be discussed with the Headteacher, and the member of staff will be reminded of the policy and how it should be implemented. Serious breaches will be dealt with in accordance with the school's grievance procedures.

Involving **others, including parents**: the incident will be discussed with the Headteacher, and the person concerned will be made aware of the breach of policy and reminded about its implementation. Serious breaches may be reported to governors, LEA or police as appropriate.

In assessing the appropriate action to be taken against anyone who breaches the racial equality policy in our school, we would wish to balance pastoral and punitive elements.



Child Protection - The United Nations Convention on the Rights of the Child (CRC)

is at the heart of our school's planning, policies, practice and ethos.

As a rights- respecting school we not only teach about children's rights but also model rights and respect in all relationships – Linked to Articles 3, 12, 16, 19, 20, 21, 25, 27, 28, 30, 34, 36, 39, 42 (CRC)

