

St. Anne's & St. Joseph's
R.C. Primary School

RACE EQUALITY POLICY

"You must love your neighbour as yourself"

Matthew 22 v39

This policy applies to all governors, staff, pupils, parents and visitors to the school, including all contractors.

1 What kind of school are we?

The current context of the school finds St. Anne's and St. Joseph's providing education for predominantly white children of Catholic heritage. The recent history of the school involves all the staff working hard to further improve the standards of learning and attainment in the school for all children. This was seen in the Ofsted report of January 2011 that stated the school was '*a good school with some very good features.*'

The school's equality policies and practices were also inspected and the Ofsted report (2001) states, '*Equality of access and opportunity for the children is satisfactory. A wide range of activities is provided which avoid racial or gender stereotyping. Both boys and girls are encouraged to be involved in all types of activities, including those pupils with special educational needs.*'

The school's Mission Statement includes comments such as:- '*... where everyone can ...*' and '*...all members of the school community ...*' and '*... opportunities for each child...*'. This demonstrates the individual approach the school takes to all members of its family.

2 Aims of the race equality policy

Our race equality policy builds upon the Mission Statement, core values and ethos of the whole school community. We recognize our statutory duty to eliminate racial discrimination and promote race equality and good race relations in all that we do. This policy will be an integral part of our school life.

3 Leadership, Management and Governance

The Governing Body is committed to promoting equality of opportunity, good race relations and eliminating unlawful racial discrimination. The governors expect all staff, pupils and parents to support us in this work. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice. We will ensure that all our current policies are assessed for their impact on children's learning and attitude to race equality issues. The governors will endeavour to develop their knowledge and understanding of race equality.

It will be the responsibility of the Headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have appropriate training and support. The Headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented fully. The Deputy Headteacher is the member of the senior management team with designated responsibility for race equality. Responsibilities will include the monitoring and reporting of racist incidents to the governing body and the LEA.

The governors expect that **all staff** will know how to recognize and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom.

All teaching staff have a central role in promoting race equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable all pupils to reach their full potential; by how they ensure that all racial groups have full access to the curriculum and by how they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.

4 How the school will fulfil its commitment to race equality

Ethos

The school will fulfill its commitment to race equality by valuing diversity and by actively promoting good inter-personal and community relationships.

The school will fulfill its commitment to race equality by promoting an atmosphere of mutual respect and trust among all members of the school community.

The school will fulfill its commitment to race equality by ensuring that all staff, pupils and parents are treated with respect and dignity.

Racism/racial harassment

The school will fulfill its commitment to race equality by dealing firmly, consistently and effectively with racist incidents, harassment and bullying. The school will ensure that all such incidents are recorded, investigated and reported to the LEA. Please refer to the 'Guidelines and Procedures for Dealing with and Reporting Racist Incidents in Schools'.

Curriculum/teaching and learning

The school will fulfill its commitment to race equality by ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity.

The school will fulfill its commitment to race equality by ensuring access to the curriculum for all pupils to meet their individual needs.

The school will fulfill its commitment to race equality by ensuring that teachers' planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.

The school will fulfill its commitment to race equality by creating learning environments where all pupils can contribute fully and feel valued.

The school will fulfill its commitment to race equality by ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.

Achievement/attainment/assessment/progress

The school will fulfill its commitment to race equality by having procedures to monitor attainment and achievement by racial group in order to identify and respond to trends and patterns. The school will strive to maintain equally high expectations of all pupils.

Our percentage of ethnic origin pupils is very low and while we will monitor by racial group we must safeguard the confidentiality of individuals.

Attendance

The school will fulfill its commitment to race equality by monitoring pupil attendance by racial group and by using the data to develop strategies to address poor attendance.

Behaviour/discipline/exclusion

The school will fulfill its commitment to race equality by monitoring pupil behaviour and exclusions by racial group and by using the data to ensure that procedures are applied fairly and equitably to all pupils.

Staff recruitment and career development

The school will fulfill its commitment to race equality by monitoring and evaluating employment practices and by reporting to the LEA to allow it to fulfill its specific duty under the Act. You may wish to refer to Lancashire's Guidelines on Recruitment, Selection and Interviewing.

Community/parental consultation

The school will fulfill its commitment to race equality by working in partnership with parents and the community to develop positive attitudes to racial diversity.

Membership of the governing body

The school will fulfill its commitment to race equality by striving to ensure that membership of the governing body reflects the community it serves.

Professional development of all staff

The school will fulfill its commitment to race equality by ensuring equality of access to professional development and training for all staff. This will be monitored by racial group and reported, as appropriate.

5 Implementation

The school's improvement planning process will be the main vehicle for implementing the policy. The process for implementation is as follows: The policy will be disseminated to all members of staff; an action plan will be produced; race equality impact questions will be built into all policy and planning processes; and a training strategy will be developed.

The school will monitor the implementation of the policy and evaluate its impact by checking progress against the action plan; consulting with parents and the school community; analyzing information collected and reporting regularly to the timetable identified in the action plan.

Data will not be published which in any way makes it possible for an individual to be identified.