

St Bernadette's Catholic Primary School

Race Equality Policy

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

What kind of school are we?

St Bernadette's is a mixed voluntary aided Catholic Primary School and serves the children of St Bernadette's Parish.

We are committed to the promotion of equality of opportunity, irrespective of race, ethnicity, social, economic or political background. We believe that Racial Discrimination should be challenged in all aspects of school life and as such recognise our responsibilities under the Race Relations Act as part of a network of schools within the Race Equality Charter. This commitment is embodied in the School's Mission Statement which reads:-

Our Mission is to ensure a happy and secure learning environment where we celebrate the dignity and worth of all who work in and for the school.

As a Christian community we recognise that in loving others we love Jesus and so help each other to reach our full potential.

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 recognise 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.

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 different racial groups. The governors will 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. 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 recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom.

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.

How the school will fulfil its commitment to race equality

The school will fulfil its commitment to race equality by:

- Valuing diversity and by actively promoting good inter-personal and community relationships.
- Promoting an atmosphere of mutual respect and trust among all members of the school community.
- Ensuring that all staff, pupils and parents are treated with respect and dignity.
- 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.
- Ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity.
- Ensuring access to the curriculum for all pupils to meet their individual needs.
- Ensuring that teachers' planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.
- Creating learning environments where all pupils can contribute fully and feel valued.
- Having a curriculum and resources which aim to promote race equality and develop knowledge, understanding and an appreciation of ethnic and cultural diversity.
- 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.
- Monitoring pupil attendance by racial group and by using the data to develop strategies to address poor attendance.
- 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 and follow clear procedures for dealing with racist incidents.
- Monitoring and evaluating employment practices and by reporting to the LEA to allow it to fulfil its specific duty under the Act. You may wish to refer to Lancashire's Guidelines on Recruitment, Selection and Interviewing.

- Working in partnership with parents and the community to develop positive attitudes to racial diversity.
- Striving to ensure that membership of the governing body reflects the community it serves.
- Ensuring equality of access to professional development and training for all staff. This will be monitored by racial group and reported, as appropriate.

Implementation

This policy is reviewed on an bi-annual basis. The curriculum and resource provision is planned to promote race equality and develop an understanding and an application of ethnic and cultural diversity. This is evaluated and monitored through SIP and reported to the Governing Body.

The school will monitor the implementation of the policy and evaluate its impact on pupils, parents and staff by:

- collecting and analysing data and other information
- consulting with parents and the school community

The school will publish annually the results of the monitoring and evaluation it has undertaken. Data will not be published which in any way makes it possible for an individual to be identified.