

ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL

CRAYFORD

RACIAL EQUALITY POLICY

JUNE 2009

mission Statement

The teachers and governors of St. Joseph's provide a broad, balanced curriculum to enable each child to achieve the highest standards of education in a Catholic ethos.

THE AIMS OF ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL ARE:

- to nurture the uniqueness of each individual as a member of God's family
- to ensure that the Catholic faith is at the heart of the whole school experience
- to create a well ordered supportive environment in an atmosphere conducive to learning where every child feels confident and safe.
- to create an atmosphere of reconciliation, where pupils can accept the consequences of their own actions, and be encouraged to make more responsible future choices
- to deliver a relevant curriculum with equal access for all pupils
- to encourage and support each child to achieve the highest standards of which they are capable
- to encourage each child to become a concerned compassionate member of society determined to promote justice and peace
- to promote good working relationships based on mutual cooperation and trust
- to provide a welcoming place for parents
- to work in harmony with the parish and the local community.

ST. JOSEPH'S CATHOLIC PRIMARY SCHOOL, CRAYFORD

RACIAL EQUALITY POLICY

This Policy should be read in conjunction with St. Joseph's Catholic Primary School policies on Equal Opportunity.

1. Introduction

As a Catholic School, St Joseph's is committed to equality of opportunity for all, regardless of race, nationality, colour, ethnic or national origin. We support the declaration of the Vatican II Council:

'... The Church repudiates as foreign to the mind of Christ, any discrimination against people or any harassment of them on the basis of their race, colour, condition in life or religion.'

(Nostra Aetate, Oct 1965)

St. Joseph's Catholic Primary School pledges itself to be a place where pupils of all races, religions, gender, abilities and social circumstances will find security and respect for themselves, their families, other people and their traditions.

2. School Commitment

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.

The school has a commitment to eliminating racial discrimination and harassment in social; learning and working environments; and developing an anti-racist climate among pupils and staff.

This commitment means that all staff, pupils, parents and visitors to the school should receive fair and equitable treatment that is not dependent upon their race.

3. Employment Policies

The school will ensure that its policies and/or practices in the following areas are designed to ensure that no racial discrimination, either direct or indirect take place:

- Performance Management
- Complaints

- Disciplinary

In addition it will ensure that staff have access to appropriate training to help them fulfil their duties under the Act.

4. Admission Policy

The school will ensure that its policy for Admissions is designed to ensure that no racial discrimination, either direct or indirect takes place.

5. Curriculum Policies

When devising and reviewing the curriculum, staff will ensure that it is designed to be responsive to the needs and values of different ethnic and racial groups and traditions and of those with English as an additional language.

Support the development of high levels of self esteem and seek to support, engage and motivate all pupils.

6. Responsibilities

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

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

The Head Teacher is responsible for ensuring that all staff have access to appropriate training in the promotion of racial equality.

The Subject Co-ordinators will ensure that each curriculum area is developed in a culturally sensitive way, which promotes racial equality, avoids stereotypes, and prepares children for life in a multi-ethnic society.

The Head Teacher is responsible for maintaining communication with parents so they can participate fully in their child's education.

The Governing Body will be responsible for the regular review of employment policies/practices.

7. Monitoring

The monitoring of the school's Racial Equality Policy will be undertaken as follows:

The monitoring by the Curriculum Committee of the Governing Body will comprise:

- a review of curriculum policy development
- a review of the analysis of pupil data from the perspective of the ethnicity variable.
- the monitoring of identified racial incidents
- use monitoring information to help us to identify where there are inequalities between different ethnic groups

Monitoring will also be undertaken by school staff. This will comprise of the consideration of ethnicity during:

- observation of teaching
- scrutiny of work
- logging of accidents/incidents
- pupil participation in the wider life of the school

8. 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
- liaison with the Borough co-ordinator for refugees & asylum seekers
- liaison with LEA support staff for pupils with EAL
- liaison with the Diocese, to include the Justice and Peace Commission
- work to increase the representation of people from minority ethnic groups through all levels of the workforce, in our Governing Body and in our community links.

Review date: June 2010