

Race Equality Policy

1 Introduction & Context

At St Anne's we are committed to:

- Promoting race equality
- Promoting good race relations
- Challenging racial discrimination

St Anne's Catholic Primary School is set in a predominantly white area in a semi-rural market town. The specific challenges to the school and the community in relation to racial equality are therefore particularly important. We have a number of pupils identified as belonging to mixed heritage or to an ethnic minority group.

St Anne's is a high achieving school with an active PTA. (The Friends of St Anne's)

2 Values

The school strives to ensure that the culture and ethos of the school reflects the Catholic tradition where everyone is valued and treated with respect.

We promote these beliefs in the way our school is staffed, the lessons and subjects we teach, the learning support we provide and our relationships with all stakeholders.

We tackle racism and discrimination and promote equality and inclusion.

We have adopted the LEA statement of purpose, values and principles.

We also act to ensure that each and every member of the school community :

- Experiences equality of opportunity
- Is a respected member of the school community
- Has high expectations of themselves and others with regard to fair treatment
- Develops an understanding of race, ethnicity and multiculturalism alongside an appreciation of their importance in Britain today
- Develops an awareness of conscious and unwitting racism alongside the skills and confidence to challenge instances of racist behaviour, language and attitudes

3 Educational Aims

As part of its work to promote racial equality, St Anne's aims to ensure that within its educational provision children are offered opportunities to:

Understand and celebrate diversity

Learn about racial equality in a variety of curriculum areas

Develop an understanding of global citizenship

Understand the power of language, particularly verbal abuse relating to race or ethnicity

Develop an understanding of rights and responsibilities towards each other

Develop an understanding of other religious beliefs and cultures

Recognise and challenge racist attitudes and behaviour

We acknowledge as a school community, that the development of understanding regarding racial and ethnic diversity is progressive and developmental.

We will not tolerate racial harassment of any kind.

4 Responsibilities

Governing Body:

Ensuring that the school complies with Race Relations legislation
Ensuring that the policy, procedures and strategies are implemented

Head Teacher

Along with the Governing body ensure the policy is fully implemented
Ensure all staff are aware of their responsibilities and are given appropriate training and support to fulfil their responsibilities
Taking appropriate action in any cases of racial discrimination

All Staff

Dealing with racist incidents and knowing how to identify and challenge racial bias or stereotyping
Promoting racial equality and not discriminating on racial grounds
Keeping up dated with legislation

Teaching staff

Ensuring all pupils have full access to the curriculum
Promoting racial equality and diversity through teaching and relationships with pupils, staff, parents and wider school community.
Monitor resources for bias or prejudice

Visitors & Contractors

Being aware of and complying with the school policy

5 Breach of Policy

We will consider every breach of the policy in the light of the particular circumstances and if pupils are involved, taking into account their age and the nature of the breach. We will call on support from the LEA, the Police or other agencies as appropriate.

6 Management of Race Related Incidents on School Premises

Health & safety of children and young people is fundamental to the practice of this policy. The school will work to ensure that children feel able to express their concerns about verbal and/or physical abuse in order that the issues can be dealt with in a constructive and coherent way. A child's concerns will always be taken seriously.

A member of staff will be responsible for the pastoral care and support of pupils who have experienced racial and / or physical abuse and for the support and progress of the children involved.

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The school will inform parents whenever written, verbal and / or physical racial abuse occurs. Each incident will be treated individually but with equity. Reference will be made to LEA guidance.

The school will use the Pastoral Book to record racist incidents and will report annually to the LEA using the standard reporting forms. In critical incidents the LEA procedures for dealing with critical incidents will be followed.

7 Policy Planning & Review

We will assess the impact of the policy through consultation, evaluation & audit to identify specific race equality issues. Whenever necessary incorporate race equality targets into the appropriate strategic plan.

8 Ethnic Monitoring

We will use ethnic monitoring data to monitor the attainment & progress of pupils and set targets to remove any disparities between groups of pupils.

Ensure that monitoring data by racial group, for example, admissions, attainment, attendance, exclusions, sanctions and rewards will be used to inform planning & decision making.

9 Other Areas of school activity

When formulating or updating existing policies we will include race relations / inclusion / equal opportunities statements. (see appendix)

10 Monitoring and review

The policy will be implemented and monitored through the policy committee of the Governing Body, Staff and full Governing Body.

Agreed by Governing Body:

Signed:

Date:

Review Date: