

St Elizabeth's Catholic Primary School

Racial Equality Policy Statement

This Policy statement should be read in conjunction with St. Elizabeth's School policies on Equal Opportunity and Racial Harassment.

1. Introduction

As a Catholic School, St. Elizabeth'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. Elizabeth's 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 and in line with the Race Relations Amendment Act (RRAA) (2000), 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.

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, takes place:

- Recruitment, selection and appointment
- Promotion
- Harassment
- Discipline

In addition it will ensure that staff members 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 should ensure that it is designed to be responsive to the needs and values of both those with different ethnic and racial traditions and those for whom English is an additional language (EAL).

The promotion of racial equality will be considered for each curriculum area as it is revisited in line with the School Development Plan (SDP).

The school takes part in specific projects, such as Black History Month.

6. Responsibilities

The Governing Body has overall responsibility for ensuring that the school complies with the the RRAA (2000) and for implementation of this policy as follows:

The Headteacher 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 Headteacher is responsible for ensuring that: a statement of the Policy is available*; procedures are followed; appropriate action should there be any occurrence of racial harassment and discrimination, including the support of pupils and staff members, and all staff members have access to appropriate training in the promotion of racial equality.

The Subject Co-ordinators should 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.

Staff members are responsible for supporting pupils if there are racist incidents and for welcoming new children into the school and establishing 'buddies' for them.

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

7. Dealing with Racist Incidents

The school has a legal duty to record and deal with racist incidents. These are reported termly to the local authority. Parents of the victim and the perpetrator are informed by the class teacher and/or headteacher of racist incidents involving their children. This is usually done in a face to face meeting, but may be done by telephone or letter.

8. 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, including the review of all policies on a cyclical basis.
- a review of the analysis of pupil data from the perspective of the EAL & ethnicity variables
- the monitoring of exclusions on the grounds of ethnicity
- the monitoring of identified racial incidents

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

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

9. 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
- dialogue with local parishes, to include local Justice and Peace representatives
- liaison with the Borough co-ordinator for refugees & asylum seekers
- liaison with LA support staff for pupils with EAL.
- liaison with the Diocese, to include the Justice and Peace Commission

**This statement of Policy is available in the school office, in all classrooms and on the school website.*

We acknowledge the support of St. Mary's University College, Strawberry Hill, in the creation of this Policy.

References:

The Commission for Racial Equality www.cre.gov.uk

The Race Relations Act 1976 (as amended by the Race Relations (Amendment) Act 2000)

'Serving a Multi-Ethnic Society' published by the Catholic Bishops' Conference of England and Wales

Vatican II documents