



ST. EDWARD'S CATHOLIC PRIMARY SCHOOL

Through God's Grace we grow and Learn

Racial Equality Policy *Including statement on Dealing with Racial Harassment*

Policy re-written Summer Term 2020

Adopted

Chair of Governors

1. Introduction

St. Edward's Catholic School is committed to equality of opportunity for all, regardless of race, religion, gender, sexual orientation, disability, nationality, colour, ethnic or national origin. We support the declaration of 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."

(Nosta Aetate, Oct 1965)

2. General Principles

- 2.1 St. Edward's will be a place where pupils and staff of all races, religions, colours and nationalities will find security and respect for themselves, their families, other people and their traditions.
- 2.2 The school will demonstrate through this policy, through the curriculum and by the example of all staff that racial and cultural diversity is valued and respected.
- 2.3 The school will identify and strive to remove any educational disadvantages caused to ethnic minority groups by the way in which the curriculum is taught.
- 2.4 St. Edward's School will not tolerate any form of racial or cultural discrimination, abuse or harassment among pupils or staff.

3. Aims

We aim to promote race equality by:

- 3.1 Treating all those within the whole school community (pupils, staff, governors parents, parish and local community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience.
- 3.2 Creating a school ethos which promotes race equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices.
- 3.3 Encouraging everyone within our school community to gain a positive self-image and high self-esteem.
- 3.4 Having high expectations of every pupil and everyone involved with the whole school.
- 3.5 Promoting mutual respect and valuing/celebrating each others' similarities and differences and facing equality issues openly.
- 3.6 Identifying and removing any practices, procedures and customs which are discriminatory, whilst maintaining the Catholic nature of the school.
- 3.7 Monitoring, evaluating and reviewing all of the above in order to secure improvements where necessary and achieve racial equality.

4. The Curriculum

- 4.1 When devising and reviewing the curriculum and curriculum policies, staff should ensure that they are responsive to the needs and values of different ethnic and racial groups.
- 4.2 We actively seek, through our curriculum, to develop awareness and tolerance of other ethnicities, bringing the International Dimension on to the general curriculum and developing links with partner schools.
- 4.3 Racial equality and an understanding of ethnic diversity will be promoted in all areas of the curriculum.
- 4.4 Racism and discrimination will be challenged in all areas of the curriculum
- 4.5 The school will regularly monitor and evaluate the ways in which the curriculum is delivered to ensure that the materials used promote the aims of the policy.

- 4.6 The school will use a range of resources -books, videos, posters etc. which support the aims of the policy and will remove any resources that contradict these aims. The books and reading lists will reflect diversity and include both books by BAME authors and books about ethnic minority characters.
- 4.7 The school will seek to make use of the resources available within its locality to give pupils an experience, appreciation and awareness of cultural diversity in the wider area and in society generally.
- 4.8 The school will seek opportunities to make educational visits/bring in visitors to the school which support the curriculum and promote an understanding of ethnic diversity.

5. English as an Additional Language

- 5.1 The school recognises and values bilingualism
- 5.2 The school will identify and respond to the language and learning needs of bilingual pupils as soon as they are offered a place at the school.
- 5.3 As soon as such needs are identified, the school will actively pursue the resources needed to meet them, drawing on the skill of parents and local communities as appropriate.

6. School Policies

- 6.1 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:

Recruitment and Selection
Equal Opportunities
Promotion
Harassment
Behaviour and Discipline
Anti-Bullying

7. Discipline

- 7.1 The school's procedures for managing behaviour and disciplining pupils will be applied equally and fairly to all pupils, regardless of ethnicity.
- 7.2 Any concerns expressed by parents that the procedures are not being applied

fairly will be brought immediately to the attention of the Headteacher who will take appropriate steps to investigate.

7.3 Any complaints about racial discrimination will be dealt with under the Complaints Procedure.

8. Racial Harassment

8.1 Racial Harassment will not be tolerated at St. Edward's school. Racial Harassment is defined as any hostile or offensive action against individuals or groups because of their skin colour, ethnic origin, religion or cultural background.

8.2 We recognise that there are different forms of harassment and abuse:
Verbal : name calling, insults and persistent teasing
Physical: hitting, kicking, spitting, taking belongings and threats of violence
Indirect: excluding, humiliation, spreading nasty rumours and ridicule.

8.3 Where harassment by a pupil occurs action will be taken in line with the Behaviour and Discipline policy and where appropriate, the Anti-Bullying policy.

8.4 All incidents of racial harassment will be logged, including minor incidents.

8.5 We recognise that even minor incidents can cause harm and many such incidents can lead to an atmosphere of racial harassment and intimidation.

8.6 Harassment by staff is unprofessional and therefore is a disciplinary offence. Where a pupil or parent believes he/she has been abused by a member of staff, the school's Disciplinary and Grievance Policy will be followed.

8.7 Visitors to the school will be made aware, as appropriate, of the policy on combating racist behaviour and will be made aware of the consequences of any harassment by them.

8.8 All incidents of racial harassment should be reported to the Headteacher. The Headteacher will investigate the incident and take appropriate action. The Headteacher will report aggregated information to the Governing Body, Diocese and LA as requested.

9. Responsibilities

9.1 The Governing Body has overall responsibility for the implementation of this policy and will appoint a "Race-equality" Governor to take the lead in this matter.

- 9.2 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.
- 9.3 The Headteacher is responsible for ensuring that all staff are aware of the policy and have, where required, access to appropriate training in the promotion of racial equality.
- 9.4 Subject co-ordinator teams are responsible for ensuring 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.
- 9.5 All staff will be responsible for immediate intervention when racial incidents occur and for reporting them to the Headteacher. They are also responsible for implementing the principles of this policy.
- 9.6 The Governing Body are responsible for the regular review of employment policies/practices.

10. Monitoring the Policy

- 10.1 An action Plan will be agreed which will set out action agreed to support the policy.
- 10.2 Progress on the action plan will be monitored together by the named Governor for Race Equality and by the Headteacher. They will report to the Governing Body as requested.
- 10.3 Should more children from ethnic minority backgrounds join the school, information will be collected and analysed on a termly basis to identify any difference in attainment between pupils from different backgrounds.
- 10.4 Should such information indicate that the way in which the curriculum is taught has affected the attainment levels of children from minority backgrounds, action will be taken to redress the problem.
- 10.5 Monitoring the policy will include a review of curriculum policy, analysis of attendance and exclusions and the monitoring of identified racial incidents.
- 10.6 Ethnicity issues will also be monitored through observation of teaching, scrutiny of work and pupil participation in the wider life of the school.

