



Anti-Racism & Racial Equality Policy

Reviewed by Governors	Spring 2024	Signed: 
Next Review date	Spring 2027	

Racial Equality Policy

1. Introduction

1.1 At Holy Family Catholic Primary School we value the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to reflect the multi-ethnic nature of our society and ensure that the education we offer fosters positive attitudes to all people.

1.2 This policy reflects the general and specific duties on schools as detailed in The Race Relations Act 1976 and as amended by The Race Relations (Amendment) Act 2000. This policy must be read in conjunction with other related school policies – Behaviour and Discipline, Anti-bullying, Equal Opportunities, Inclusion and Special Educational Needs.

1.3 The General Duty requires us to have due regard to the need to:

- eliminate racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial groups.

1.4 The specific duties require us to:

- prepare a written policy on racial equality;
- assess the impact of our policies, including this policy, on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of these pupils;
- monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such pupils.

2. Aims and objectives

In our school we aim to tackle racial discrimination and promote equality of opportunity and good race relations across all aspects of school life. We do this through the Gospel values by:

- creating an ethos in which pupils and staff feel valued and secure;
- building self-esteem and confidence in our pupils, so that they can then use these qualities to influence their own relationships with others;
- having consistent expectations of pupils and their learning;
- removing or minimizing barriers to learning, so that all pupils can achieve;
- ensuring that our teaching takes into account the learning needs of all pupils through our schemes of work and lesson planning;
- actively tackling racial discrimination and prompting racial equality through our School Events, Governors' Annual Report to Parents, Newsletters to Parents, Displays of Work and our School Website.
- making clear to our pupils what constitutes aggressive and racist behaviour;
- making pupils and staff confident to challenge racist and aggressive behaviour.

3. Teaching and learning

We aim to provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. To do this, teaching and learning will:

- ensure equality of access for all pupils and prepare them for life in a diverse and multicultural society;
- use materials that reflect a range of cultural backgrounds, without stereotyping;
- promote attitudes and values that will challenge racist behaviour;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve parents in supporting their child's education;
- provide educational visits and extra-curricular activities that reflect all pupil groupings;
- take account of the performance of all pupils when planning for future learning and setting challenging targets;
- make best use of all available resources to support the learning of all groups of pupils.

4. Tackling racial harassment

4.1 Any incident of racial harassment is unacceptable in our school. Incidents could take the form of verbal abuse, physical assault, damage to a pupil's property or lack of co-operation in a lesson, due to the ethnicity of a pupil. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- stop the incident and comfort the pupil who is the victim;
- reprimand the aggressor and inform the victim what action will be taken;
- if the incident is witnessed by other pupils, tell them why it is wrong;
- report the incident via our CPOMS system under the code - 'racial incidents' - alert the Head, Deputy and child's class teacher of the incident and how it has been dealt with.

4.2 The school has implemented the recommendations of *The Stephen Lawrence Inquiry: MacPherson Report (1999)*. The diversity of our society is addressed through our schemes of work that reflect the programmes of study of the National Curriculum. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity. All racist incidents are now recorded to the LA and the governing body by the Headteacher.

5. Policy impact

- 5.1 We make regular assessments of pupils' learning and use this information to track pupils' progress as they move through the school. As part of this process, we regularly monitor the performance of different racial groups, to ensure that all groups of pupils are making the best possible progress. We use this information to adjust future teaching and learning plans, as necessary. Resources are available to support groups of pupils where the information suggests that progress is not as good as it should be. The governing body receives regular updates on pupil performance information.
- 5.2 School performance is compared to national data and LA data, to ensure that all pupils are making appropriate progress when compared to all schools, and to schools in similar circumstances.
- 5.3 As well as monitoring pupil performance information, we also regularly monitor a range of other information. This relates to:
- exclusions;
 - incidents of racism, racial harassment and bullying;

6. Staff development

- 6.1 All members of staff are entitled to appropriate training, in order that they can play their full part in ensuring that our school promotes racial equality. Training is linked to priorities within the school's development plan. Induction for new staff includes an element on racial equality.