



St Mary's Catholic Primary School

Racial Equality Policy

This policy is underpinned by our school mission and values:

Mission:

Nurturing our God-Given Talents

Values:

Respect

Resilience

Truth

Faith

Love

Mercy

Date: **September 2023**

Review Date: **Autumn 2025**

Approved by Governors:

Introduction

As a Catholic School, St. Mary's is committed to equality of opportunity for all, regardless of race, nationality, colour, ethnic or national origin.

St. Mary's 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.

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 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.

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
- Disciplinary



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

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.

Curriculum Policies

When devising and reviewing the curriculum, staff should 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 (EAL).

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

Responsibilities

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

The Headteachers 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 Headteachers are responsible for ensuring that all staff 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.

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

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 exclusion
- 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
- scrutiny of work
- logging of accidents/incidents
- Pupil participation in the wider life of the school

Promoting Racial Equality in the wide 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 Outside Agencies for pupils with EAL
- liaison with the Diocese, to include the Justice and Peace Commission.