

Policy for Race Equality

At St. Joseph's we aim to
promote a learning community
based on the Gospel values of
Love, Trust and Respect
where the achievements of everyone
are recognised and celebrated

Living, Learning and Loving
together with Christ

St. Joseph's Catholic Primary School is an inclusive school which promotes respect for, and celebration of, ethnic diversity. Our focus is on the well-being and progress of every pupil and where all members of our school community are of equal worth.

St Joseph's strives to prepare all pupils for living in a multi-cultural and multi-ethnic society. We will strive to promote race equality in all dimensions of the school's life and community.

School Context

St. Joseph's Catholic Primary School is a vibrant Catholic school for children aged 3 to 11. It has single form entry classes from Nursery to Year 6. The school is a richly diverse community in relation to faith, socio-economic circumstances and ethnicity. Pupil mobility, the number of pupils eligible for Free School Meals (FSM) and Pupil Premium (PP) are above national average. The number of pupils with English as an Additional Language (EAL) is well above the national average.

The cohorts vary considerably with regard to proportions of pupils with Special Educational Needs and Disabilities (SEND), EAL, minority ethnic pupils and mobility of pupils. This can have a significant impact on the classes in terms of classroom dynamics, attendance and interrupted learning and progress.

Our Vision and Aims for Equality and Diversity

At St. Joseph's Catholic Primary School we are committed to ensuring equality of education and opportunity for all members of our community irrespective of race, disability, gender, sexuality, religion or belief or socio-economic background. We aim to develop a culture of inclusion and diversity, in which all stakeholders connected to our school feel proud of their identity and are able to participate fully in school life.

The achievement of pupils will be monitored by race, gender and disability and we will use this data to support pupils, raise standards and ensure inclusive teaching. We will

tackle discrimination by the positive promotion of equality, challenging bullying and stereotypes and creating an environment which champions diversity and respect for all.

At St. Joseph's Catholic Primary School we respect difference, value diversity and embrace equality and fairness for all, 'Living, Learning and Loving together with Christ'.

We accept the definition of racism and institutional racism included in the Stephen Lawrence Inquiry Report,

Definition of Racism

'Conduct or words which advantage or disadvantage people because of their colour, culture or ethnic origin'

'The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people'.

Guiding Principles

- ✚ St. Joseph's Catholic Primary School will not tolerate any form of racial harassment or abuse.
- ✚ All learners are of equal value.
- ✚ We recognise, respect and value difference and understand and promote that diversity is a positive. We take into account difference and strive to remove barriers and disadvantages which people may face in relation to race, disability, gender, religion and belief, sexual orientation or socio-economic background. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit at our school.
- ✚ We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
- ✚ We foster a shared sense of cohesion and belonging. We want all members of our school community to feel a sense of belonging within the school and the wider community and to feel that they are respected able to participate and contribute fully in school life.
- ✚ We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of our work, including recruitment and promotion and in continuing professional development.
- ✚ We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential.
- ✚ We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of children raises standards across the whole school.
- ✚ We will ensure that all members of the school community will have the opportunity to improve their own understanding of race equality and understand their personal responsibility to promote race equality.

Curriculum

St. Joseph's Catholic Primary School provides a broad and balanced curriculum for all pupils. The school accepts the three principles in the statutory inclusion statement for the National Curriculum

- Setting suitable learning challenges for all pupils
- Responding to pupils' diverse learning needs
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils

Teaching and Learning

St. Joseph's Catholic Primary School strives to ensure that teaching and learning styles include and raise achievement of all pupils.

We will ensure that setting and grouping arrangements raise achievement of all pupils and do not reinforce negative stereotypes or lower the self-esteem of pupils. Teachers will seek opportunities to introduce activities that demonstrate the value of other cultures and encourage children to discuss race equality.

Racial Incidents

St. Joseph's Catholic Primary School will not tolerate any form of racial harassment or abuse. In the event of a racial incident the following procedure will apply.

Racist incident - a racist incident is any incident which is perceived to be racist by the victim or any other person.

An incident should be recorded if any form of racism played a part in the incident. Incidents should be recorded when there has been a perception or allegation that there was an incident even if it found that the (alleged) perpetrator has no case to answer to. This is an investigation process which needs to be completed. (*Recommendation 12 of the Stephen Lawrence Inquiry*)

The school has a racial incidents policy procedure.

The Headteacher is responsible for implementing the procedure and ensuring that all members of the school community are aware of, and understand, the policy.

It is the responsibility of all members of the school community to

- ✓ Promote racial equality and support the implementation of the Race Equality Policy including the Racial Incidents Reporting Procedure
- ✓ Behave in a manner which respects and values cultural and linguistic diversity
- ✓ Challenge and eliminate racial discrimination, racial harassment and racial abuse

The following steps are to be taken in dealing with racial incidents which involve pupils.

Support the Victim

The following procedure is to be followed if a pupil is the victim of a racial incident

- To investigate the incident and to take appropriate action to offer support to the victim
- If necessary meet with the pupil's parents/carers to discuss the matter and explain the action taken.
- To record the incident on a Racial Incident Monitoring Form (see Appendix 1)

Dealing with the perpetrator (pupils)

The following procedure is to be followed if a pupil is believed to be behaving in a racially discriminatory way

- An appropriate member of staff should intervene and take immediate action, for example, separating the victim from the perpetrator
- Any racist behaviour should be challenged immediately and openly. The perpetrator to be told that their behaviour is unacceptable and will not be tolerated
- The incident should be reported to the Headteacher who will consider whether any further action needs to be taken, including informing the parents/carers of the relevant pupils
- The Racial Incident Monitoring Form to be completed as soon as possible

Dealing with the perpetrator (staff)

All members of staff are required to abide by the school's equal opportunities policy. Substantiated racial discrimination by any member of staff towards a pupil may be considered as misconduct and the perpetrator may be subject to disciplinary action.

Dealing with members of the public as perpetrators

Racially motivated conduct by members of the public needs an immediate response.

The following procedure is to be followed in cases of racially discriminatory conduct by a member of the public

- The incident to be reported to the Headteacher as soon as possible
- The police to be informed if the incident is of a magnitude that warrants such action (e.g. damage or threat of damage to person or property)
- The Racial Incident Monitoring Form to be completed. The pupil's parents/carers and Chair of the Governing body should be informed of the incident as soon as possible

Incidents with a racial dimension could include the following (no particular order of priority)

- ❖ Derogatory name calling, insults and racist jokes
- ❖ Verbal abuse and threats
- ❖ Racist graffiti
- ❖ Provocative behaviour such as wearing racist badges or insignia
- ❖ Racist comments in the course of discussions
- ❖ Ridicule of an individual's culture differences, e.g. religion, language, food, music, dress etc
- ❖ Bringing racist material such as leaflets, comics or magazines into the school

- ❖ Attempts to recruit other pupils and students into racist organisations
- ❖ Physical assault which is racially motivated
- ❖ Damage caused to a person's property, which is racially motivated
- ❖ Incitement of others to behave in a racist manner
- ❖ Refusal to co-operate with other people because of their ethnic origin

St. Joseph's Catholic Primary School strives to ensure that everyone is valued as an individual regardless of race, religion, gender, disability, social class, nationality or any other real or perceived differences.

Each member of our school community should feel that they are treated with respect.

St. Joseph's Catholic Primary School adopts a whole school approach to equality and diversity and considers it important for pupils to learn about equality and human rights.

Monitoring and Evaluation

The following questions could be used to monitor and evaluate the effectiveness of the policy

Does the school help all pupils to achieve as much as they can, and get the most from what is on offer, based on their individual needs?

Which groups of pupils are not achieving as much as they can? Why not?

How does the school explain any differences? Are the explanations justified? Can they be justified on non-racial grounds, e.g. English language difficulties?

What is the school doing to raise standards and promote equality of opportunity for pupils who seem to be underachieving and who may need extra support?

What is the school doing to

- Prepare pupils for living in a multi-ethnic society;
- Promote race equality and harmony; and
- Prevent or deal with racism?

This policy was agreed at the Full Governing Body Meeting

27 June, 2019

The policy will be reviewed Summer 2021

