

REDCOURT ST ANSELM'S



POLICY FOR RACE EQUALITY

**[Including EYFS, KS1, KS2, Before and After School
Care]**

Review Date: OCTOBER 2018

R Jones
September 2017

**This policy has been produced in consultation with the
Governors and Staff at Redcourt in reference to
our Mission Statement:**

“Growing Together in God’s Love”

References

Equality Act 2010
0-25 SEND Code of Practice 2014
KSCiE 2016 Part 1 including Annex A
Education Act 2011
CTSA 2015
Working Together 2017

Please read this policy with reference to:

School Mission Statement Document
Reaching Out – Essentials of an Edmund Rice Education
Staff Handbook
Whistle Blowing Policy
All School Policies and Documents

Redcourt St Anselm’s seeks to promote fundamental British values at every opportunity having due regard for the need to prevent people being drawn into radicalisation and terrorism.

Introduction

The Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 places a specific duty on schools to prepare and maintain a written statement of its race equality policy.

The Act also places a general duty on the school to:

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

It is part of our mission to provide high quality education and training to meet the needs and aspirations of individuals within the school community. The aim of this policy is to ensure that Redcourt is an organisation that actively recognises and values diversity. It will do this by appreciating individual needs and differences and treating everyone with dignity and respect.

The School Context

Redcourt - St Anselm’s is a Roman Catholic Co-educational Independent School situated in the residential area of Oxton in Wirral, Cheshire. It caters for girls and boys aged 3 - 11 years. Children come from all areas of The Wirral Peninsula. The school welcomes children of other faiths and regardless of their ethnic background. Approximately one-third of the

school population consists of children of other Christian churches and other faiths.

The school has been co-educational since 1991. There are currently 10% of pupils whose ethnicity is other than White British.

Roman Catholic children have the opportunity to be prepared for their First Holy Communion in Year 3. The whole school supports acts of collective worship and all children are expected to take part.

Equality of opportunity at Redcourt is about providing equality and excellence for all in order to promote the highest standards of achievement. It is based on the core values and ethos to be found in our Prospectus and Information for New Parents.

Our aim is to eliminate unlawful racial discrimination and to promote equal opportunities and good relations in all areas of school life. These include:

- progress, attainment and assessment
- behaviour, discipline and exclusion
- pupils personal development and pastoral care
- teaching and learning
- admission and attendance
- the curriculum
- staff recruitment and professional development
- partnership with parents and guardians

The School's Commitment to Race Equality

A 'whole school' approach is used to promote racial equality and eliminate racial discrimination. This school opposes all forms of racism, prejudice and harassment. Its staff foster a positive atmosphere of mutual respect and trust amongst its pupils. Redcourt respects and values differences between people and prepares its pupils for life in a diverse society. It recognises the importance of language to a person's sense of identity and belonging.

Responsibilities

Governing Body

- ensuring that the school complies with the legislation
- ensuring that the Policy and its related procedures and strategies are implemented

Head

- implementation of the Policy and its related procedures and strategies
- ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- taking appropriate action in any cases of racial discrimination or abuse.

All Staff

- dealing with incidents and knowing how to identify and challenge racial bias and

- stereotyping
- keeping up-to-date with the law on discrimination and taking up training and learning opportunities.
- implementing the Policy and promoting race equality.

Visitors, Contractors, etc

- being aware of, and complying with the school's Race Equality Policy

Arrangements for Complying with the General and Specific Duties

The aims of this policy will be achieved by:

- communicating them to pupils, staff, parents, governors, partners and visitors to the school.
- ensuring that all parties understand their rights, responsibilities and accountabilities under the policy.
- having in place clear and effective complaints and disciplinary procedures for dealing with direct and indirect racial discrimination and monitoring the effectiveness of these procedures by Management.
- making the school welcoming to all, irrespective of colour, culture or ethnicity.
- making use of opportunities within the learning environment to promote knowledge and understanding of cultural diversity.
- seeking opportunities for meaningful joint activities between pupils and staff from different racial and cultural backgrounds.
- ensuring that all curriculum planning reflects the ethnicity, background and language needs of all the pupils.
- ensuring that school resources in all areas are inclusive and that teaching methods take account of the needs of ethnic minority pupils.

Dealing with Complaints

The school is opposed to all forms of discrimination and will take serious disciplinary action if discrimination takes place. In addition, the school is committed to providing a high quality service and has in place a Complaints Procedure and regularly consults its client base by form of Questionnaires.

Review of the Policy

This policy and its impact will be reviewed on a regular basis by the Head / Governors.