



Autumn

22

## St Joseph's Catholic Primary School

### *Race Equality Policy*

Date ratified by Governors:	October 2022
Date of next review of the policy:	Autumn 2025
This policy is reviewed:	Three Years

### **Learn together and grow in God's love**

Aspiration - Compassion - Community - Faith - Respect – Responsibility

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St Joseph's Catholic Primary School  
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London SE10 9AN

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## Section 1: Background

The area in which our school is situated is home to people from a wide variety of cultures.

This reflected in our Catholic Parish and our Catholic Primary School - pupils, families, staff and governors.

This benefits our school bringing a variety of cultures and interests together. It also offers us tremendous opportunities in carrying out our Mission, including promoting good race relations between young children and families.

There are local, national and international racial tensions. In our school (and in schools generally) we have a unique opportunity when working with children and families to promote good race relations both in word and by example. Our influence can be powerful.

## Section 2

### Value

Christ is the Foundation of everything we do and the Gospels provide us with our influence and inspiration. We are therefore committed to promoting:

- **The uniqueness of the individual.**

We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

- **The search for excellence.**

We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.

- **The education of the whole person**

We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare young people for a life working with others in communities which maybe diverse socially, culturally, and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others irrespective of whether the school serves or is located in an ethnically diverse community.

- **The education of all**

We have the duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged

- **Moral principles**

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

Consequently, we will strive to ensure that:

- Any person recruited to the service of the school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and required to support them
- Children who are admitted to the school and their families are fully aware of our aims and objectives and undertake to support them

- All of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.
- Finally, we acknowledge that minority groups have often suffered disadvantaged due to prejudice or ignorance. We recognise that it is all too easy for the structures of institutions to result in “inequality of default”. We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.

## Aims

It is our aim at St. Joseph’s to eliminate unlawful discrimination and to promote equal opportunities and good race relations in all areas of school activity including:

- 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 and communities.

## Section 3: Leadership and Management

### Commitments

The Governors and School Management are committed to:

- Actively tackling racial discrimination and promoting equal opportunities and good race relations.
- Encouraging, supporting and helping all pupils and staff to reach their potential.
- Working with parents and guardians and with the wider community, to tackle racial discrimination, and to follow and promote good practice.
- Making sure the race equality policy and its procedures are followed.

### Responsibilities

The Governors are responsible for:

- Making sure the school complies with the amended Race Relations Act.
- Making sure the Race Equality Policy and its procedures are followed.

The head teacher is responsible for:

- Making sure the Policy is available and that governors, staff, pupils and parent/guardians know about it.
- Making sure the Policy and its procedures are followed.
- Producing regular information for staff and governors about the Policy and how it is working, and provide training on the Policy where necessary.
- Making sure all staff know their responsibilities and receive training and support in carrying these out.
- Taking appropriate action in cases of racial harassment and discrimination.

All staff are responsible for:

- Dealing with racist incidents and being able to recognise and tackle racial bias and stereotyping. Following the school's reporting and recording procedures.
- Promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins.
- Keeping up to date with the law on discrimination and taking up training and learning opportunities.

Staff with specific responsibilities are responsible for: (ie. The head teacher and Deputy Head).

- Coordinating work on race equality
- Dealing with reports of racist incidents.
- Visitors and contractors are responsible for:
- Knowing and following our Race Equality Policy.

## Section 4

### Planning and Developing Policy

- We will review all school policies to ensure they show clearly our commitment to promoting race equality.
- We will build race equality targets within our wider plans by ensuring results of monitoring result in appropriate forms of target setting.
- We will assess the effects of this policy through consultation and by monitoring pupils' progress and racist incidents.

### Ethnic Monitoring

- We plan to collect ethnic data for monitoring and target setting through the SIMS admin. IT system which holds pupils' information with the data protection regulations.
- We will use ethnic data (e.g. on attainment, progress etc.) to inform:
  - Planning - by ensuring planning of work addresses the needs identified by our monitoring of the above.
  - Decision Making - by keeping monitoring results to the fore when making decisions (e.g. Resource purchase etc.)

### Assessment and Reviewing Policies

- We will monitor, assess and review policies and strategies relevant to race equality through Staff Meetings, Senior Leadership Team Meetings and reports to Governors to ensure they are effective they are in tackling unlawful racial discrimination and promoting equal opportunities and good race relations.
- We will ensure race equality questions are built into our school self-review and evaluation framework.
- We will review our Race Equality Policy against our assessments and make any changes necessary at Senior Leadership Team and Governors Meetings.

### Publishing The Results of Monitoring

- Monitoring outcomes will be reported to Governors.
- Information will be published in such a way that it cannot be used to identify individuals.

## Section 5: Putting The Policy into Practice

### How?

Monitoring will be ongoing - review will be annual.

### Training and Development

- We will ensure our training strategy for all staff includes race equality issues through both internal induction and training and courses attended that are made available by other agencies e.g. LA/Catholic Commission course for Governors.
- Training will be monitored and assessed by the Head teacher.

### Breaches of The Policy

- All breaches will be carefully considered and where appropriate be dealt with:
- (Pupils) through pastoral and where appropriate, punitive measures
- (Staff) through pastoral and where appropriate, staff disciplinary measures
- (Parents) through pastoral measures and referral to the Governing Body.

St. Joseph's Governing Body will review this policy every three years.

**Date:** October 2022

**Review Date:** Autumn 2025

**Chair of Governors:** Mr Paul Drake

**Signature:** \_\_\_\_\_

# Appendix 1

## Racist Incident Form

Child's Name	Class	Date of Incident	Incident reported to / seen by (member of staff)
<b>Details of incident</b>			
<b>Action Taken:</b>			
<b>Name of member of staff:</b>	<b>Signature:</b>		
<b>Headteacher Name:</b>	<b>Signature:</b>		
<b>Date:</b>			



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