

St. Mary's Catholic Primary School



Love, Grow, Believe, Achieve!

Racial Equality Policy

Issue	Author	Date
1.0	C Russell	July 2022

Introduction

This policy has been written to meet the school's statutory duty under the Race Relations Amendment Act 2000 which requires schools to:

- Promote quality of opportunity
- Promote good relations between people of different racial groups
- Eliminate unlawful racial discrimination

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

Racism – Conduct or words that either advantages or disadvantages people on the basis of their colour, culture or ethnic origin.

Institutional racism – The collective failure of an organisation to provide an appropriate and professional service to people on the basis 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.

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.

School Context

St. Mary's Catholic Primary School values the individuality of all our children. We are committed to giving all our children every opportunity to achieve the highest standards. Within the ethos of our school, we do not tolerate bullying or harassment of any kind. This policy seeks to ensure that our school promotes the individuality of that all of 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

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 should be read in conjunction with other related policies such as Behaviour, Equal Opportunities and Special Educational Needs

Policy, Leadership and Management

This policy has been agreed by teachers, support staff and members of the governing body. The Headteacher and the governing body are responsible for ensuring that the policy is communicated, implemented and monitored.

St. Mary's Catholic Primary School has a commitment to the promotion of equality of opportunity, tackling racial discrimination and promoting good race relations. All staff are responsible for dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping. Copies of the policy will be available on the staff intranet and the school web site. The school will follow the LA Guidelines in dealing with incidents of racial harassment.

Tackling Racial Harassment

The definition of institutional racism is 'the collective failure of an organisation to provide an appropriate and professional service to people because of their culture, colour or ethnic origin'. It can be seen in processes, attitudes and behaviour that amount to discrimination, through unwitting prejudice, ignorance or thoughtless and racist stereotyping, all of which disadvantage minority groups.

A racist incident is 'any incident which is perceived to be racist by the victim or any other person'. Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse,

damage to personal property, or lack of engagement or co-operation with others, on account of their race or ethnicity. Minority ethnic groups include gypsy travellers, refugees, asylum-seekers and, in certain contexts, white Europeans.

All racist incidents are investigated by the headteacher. Incidents of racism are recorded on MyConcern, the school's Safeguarding reporting online system, and the headteacher reports to the governing body and by request from the Local Authority (LA) on the number of incidents, the prevailing trends, and how the issues have been dealt with. All pupils, parents/carers and staff are made aware of our procedures for dealing with racist incidents, and all staff are trained to deal firmly, consistently and effectively with such incidents.

Victims of racism and racial harassment will be supported by the school and, where appropriate, we will seek the support of external agencies. Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, damage to a pupil's property or lack of cooperation 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;
- investigate the racist incident using restorative justice strategies (see Building Positive Relationships Policy);
- if the incident is witnessed by other pupils, tell them why it is wrong;
- report the incident to the Headteacher or Assistant Headteachers and inform him/her of the action taken
- inform the class teacher(s) of both the victim and the person who has been racist, then record what happened on MyConcern;
- inform both sets of parents, if appropriate.

All racist incidents will now be recorded and reported annually to the governing body by the head teacher.

Curriculum, Teaching and Assessment

The diversity of our society is addressed through our schemes of work that reflect the Curriculum for Wales. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity.

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 society;
- use materials that reflect a range of cultural backgrounds, without stereotyping;
- promote attitudes and value that will challenge racist behaviour;
- provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;
- seek to involve all 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 targets;
- make best use of all available resources to support the learning of all groups of pupils. The school is committed to ensuring that all processes are fairly applied.
- If ethnic discrepancies in attendance or exclusions become apparent then this will be addressed to discover causes and to seek positive ways forward.

Attitudes and Environment

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 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 minimising 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 and lesson planning;
- actively tackling racial discrimination and promoting racial equality through our School Prospectus, Governors Annual Report to Parents, newsletters to parents and displays of work;
- making clear to our pupils what constitutes aggressive and racist behaviour;
- identifying clear procedures for dealing quickly with incidents of racist behaviour;
- making pupils and staff confident to challenge aggressive and racist behaviour.

Staff Responsibilities

All staff are responsible for:

- fostering a positive atmosphere of mutual respect and trust;
- identifying and challenging racial bias and stereotyping;
- promoting racial equality and keeping up to date with race relations legislation;
- implementing the school's racial equality and racial harassment procedures under the Headteacher's guidance.

The Headteacher works to ensure that the policy and its related procedures and strategies are fully understood and adhered to by staff, children, parents, carers, visitors and contractors.

Staffing - Recruitment, Training and Professional Development

The school is required to supply the LA with employment data related to racial groups employed within the school.

The school is committed to attracting and developing a workforce on a basis of merit. The recruitment process will be monitored to ensure that there is no ethnic bias. Professional development opportunities are offered to all staff. The school will ensure that staff and governors are provided with sufficient training to carry out their statutory duties.