

**RACE EQUALITY POLICY FOR  
ST. EDMUND'S CATHOLIC PRIMARY SCHOOL  
SKELMERSDALE**

This policy applies to all governors, staff, pupils, parents and visitors to the school, including all contractors.

**1 What kind of school are we?**

*St. Edmund's is a Roman Catholic Voluntary Aided Primary School. Almost all pupils are of a white British ethnic background. No pupils are identified as learning English as a second language. Ofsted inspection confirmed that: "This is a good school. Standards are in line with the standard expected of pupils nationally, but well above the average for schools in similar contexts. Teaching is good. It is particularly good for pupils in their final year at the school. Leadership and management of the headteacher, key staff and the governing body are very good. It is an effective school providing good value for money. St. Edmund's is an effective school constantly striving to get better."*

**2 Aims of the race equality policy**

*Our race equality policy builds upon the Mission Statement, core values and ethos of the whole school community. We recognise our statutory duty to eliminate racial discrimination and promote race equality and good race relations in all that we do. This policy will be an integral part of our school life.*

**3 Leadership, Management and Governance**

*The Governing Body is committed to promoting equality of opportunity, good race relations and eliminating unlawful racial discrimination. The governors expect all staff, pupils and parents to support us in this work. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice. We will ensure that all our current policies are assessed for their impact on different racial groups. The governors will develop their knowledge and understanding of race equality.*

*It will be the responsibility of the headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have appropriate training and support. The headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented fully. Mr. Bernard Stapleton is the member of the senior management team with designated responsibility for race equality. Responsibilities will include the monitoring and reporting of racist incidents to the governing body and the LEA.*

*The governors expect that **all staff** will know how to recognise and deal with racist incidents, and to challenge racial bias and stereotyping, both inside and outside the classroom.*

*Teaching staff have a central role in promoting race equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable all pupils to reach their full potential; by how they ensure that all racial groups have full access to the curriculum and by how they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance.*

#### **4 How the school will fulfil its commitment to race equality**

##### **Ethos**

*The school will fulfil its commitment to race equality by valuing diversity and by actively promoting good inter-personal and community relationships.*

*The school will fulfil its commitment to race equality by promoting an atmosphere of mutual respect and trust among all members of the school community.*

*The school will fulfil its commitment to race equality by ensuring that all staff, pupils and parents are treated with respect and dignity.*

##### **Racism/racial harassment**

*The school will fulfil its commitment to race equality by dealing firmly, consistently and effectively with racist incidents, harassment and bullying. The school will ensure that all such incidents are recorded, investigated and reported to the LEA. Please refer to the 'Guidelines and Procedures for Dealing with and Reporting Racist Incidents in Schools'.*

##### **Curriculum/teaching and learning**

*The school will fulfil its commitment to race equality by ensuring that the curriculum incorporates the principles of race equality and promotes knowledge and understanding of, and positive attitudes towards diversity.*

*The school will fulfil its commitment to race equality by ensuring access to the curriculum for all pupils to meet their individual needs.*

*The school will fulfil its commitment to race equality by ensuring that teachers' planning and delivery takes account of racial and cultural diversity and the need to challenge stereotypes.*

*The school will fulfil its commitment to race equality by creating learning environments where all pupils can contribute fully and feel valued.*

*The school will fulfil its commitment to race equality by ensuring that resources in all areas of the curriculum promote an understanding of racial and cultural diversity.*

**Achievement/attainment/assessment/progress**

*The school will fulfil its commitment to race equality by having procedures to monitor attainment and achievement by racial group in order to identify and respond to trends and patterns. The school will strive to maintain equally high expectations of all pupils.*

**Attendance**

*The school will fulfil its commitment to race equality by monitoring pupil attendance by racial group and by using the data to develop strategies to address poor attendance.*

**Behaviour/discipline/exclusion**

*The school will fulfil its commitment to race equality by monitoring pupil behaviour and exclusions by racial group and by using the data to ensure that procedures are applied fairly and equitably to all pupils.*

**Staff recruitment and career development**

*The school will fulfil its commitment to race equality by monitoring and evaluating employment practices and by reporting to the LEA to allow it to fulfil its specific duty under the Act.*

**Community/parental consultation**

*The school will fulfil its commitment to race equality by working in partnership with parents and the community to develop positive attitudes to racial diversity.*

**Membership of the governing body**

*The school will fulfil its commitment to race equality by striving to ensure that membership of the governing body reflects the community it serves.*

**Professional development of all staff**

*The school will fulfil its commitment to race equality by ensuring equality of access to professional development and training for all staff.*

**5 Implementation**

*The school's development/improvement planning process will be the main vehicle for implementing the policy. The process for implementation is as follows:*

- disseminating this policy
- building race equality impact questions into all policy and planning processes
- developing a training strategy for all staff and governors

*The school will monitor the implementation of the policy and evaluate its impact on pupils, parents and staff by:*

- collecting and analysing data and other information
- consulting with parents and the school community

*The school will publish annually the results of any monitoring and evaluation it has undertaken. Data will not be published which in any way makes it possible for an individual to be identified.*

Signature of Chair of Governors:	Date:
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Signature of Headteacher:	Date:
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Date of first review:
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