

Racial Equality and Cultural Diversity Policy

Statement of policy and school commitment:-

At Saint Mary's we understand that it is a privilege to work with children and recognise that it carries great responsibilities. In our special position we recognise the contribution we can make to protect children and support pupils in our school.

We recognise that for our children, high self esteem, confidence, supportive friends and clear lines of communication with a trusted adult helps prevention. Our commitment to achieving that at Saint Mary's and is summarised in our school mission statement and school aims.

Mission statement:

Our Mission Statement

We will love God and our neighbour

We will value everyone and their contribution to our school

We will treat others, as we would like to be treated

We will treat other people's property, as we would like them to treat ours

The Governors and Staff of Saint Mary's School believe that the following statements represent the overall mission of our school.

- We will work towards a full development of faith in each person in our school community.
- We will make prayer, The Sacraments and the Liturgy meaningful and valued experiences.
- We will develop and maintain close links between school, home and Parish.
- We will work towards high academic standards whilst ensuring that the curriculum is appropriate to the individual needs of our children.
- We will seek to create good relationships with all who are involved with our school based on the Gospel principles of love of God and our neighbour.

By our adherence to these statements we believe that our school will have that distinctive ethos that will mark it as a living, working and worshipping community where such values as respect for others, trust, forgiveness, freedom and justice.

Introduction

We are committed to giving all our children every opportunity to achieve the highest of standards. We do not tolerate bullying and harassment of any kind. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, cultural diversity, 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. We will work to dispel ignorance and distrust which breeds prejudice and discrimination.

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 must be read in conjunction with other related school documents, equal opportunities are included in all policy statements and Behavior and Special Educational Needs policies give in depth details.

The General Duty requires us to have due regard to the need to:

- Eliminate racial discrimination;
- Promote equality of opportunity.

The specific duties require us to:

- Prepare a policy on racial equality;
- Assess the impact of our policies, including this policy, on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of these pupils.

Aims and Objectives

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 all 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;
- Actively tackling racial discrimination and promoting racial equality through our School Prospectus, newsletters to parents and displays of work;

- Consultation with parents/carers and members of the local community as and when necessary.
- Making clear to our pupils what constitutes aggressive and racist behavior;
- Identifying clear procedures for dealing quickly with incidents of racist behavior;

Teaching and Learning Style

We aim to provide all our pupils with 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 values that will challenge racist behavior;
- Provide opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures;

Tackling Racial Harassment

Any incident of racial harassment is unacceptable in our school. Incidents could take the form of physical assault, verbal abuse, and damage to property or lack of co-operation in a lesson, due to ethnicity. Any adult witnessing an incident or being informed about an incident must follow these agreed procedures:

- Stop the incident and comfort the pupil/adult who is the victim;
- Reprimand the aggressor and inform the class teacher / head teacher.
- The Head teacher will take steps in line with the school's Behavior policy.
- A "Record of Racist Incident" will be completed and filed in the Head teacher's Incident file in the Head teacher's office.
- A "Report of Racial Incident to the LA" form will be completed and submitted.
- If the incident is witnessed by other pupils they will be informed why it is wrong.

- Inform both sets of parents.
- School will encourage the perpetrator to build a better understanding of racism, and to make reparations for damage done. Where necessary, outside agencies will be involved and / or actions planned to address the behavior.
- The school is required to supply the LA with employment data related to racial groups employed by the school.

The school has implemented the recommendations of The Stephen Lawrence Inquiry: McPherson Report (1999). The diversity of our society is addressed through our schemes of work. In subject areas such as PSHE, Citizenship, RE, Literacy and History. Teachers are flexible in their planning and offer appropriate challenges to all pupils, regardless of ethnicity. All racist incidents are now recorded and reported to the governing body by the head teacher.

Policy into Practice

This policy was drawn up with the support of teachers, support staff and members of the governing body and applies to all members of the school community, pupils, staff, governors and parents.

The governing body will monitor the impact of the school's work to promote race equality. This policy will be included in the school prospectus.

Resources

We will try to provide resources, which convey positive images of all people. We undertake to screen existing and new materials sensitively. Members of our community may be a rich resource to draw from and we recognise the value of children meeting, listening and speaking to a range of visitors who reflect a diversity of cultures, interests and roles. It is also important to present opportunities for children to visit people and places in the wider community.