



Trust mission

Growing in faith, serving with love, transforming our world: together in Christ.

God shines within our hearts.
Jesus walks by our side.
The Holy Spirit Gives us strength.

Racial Equality Policy 2024

STATEMENT OF INTENT

St Mary's CVA believes that the purpose of education is concerned with the development of the whole person. Each of us is a unique individual and we have diverse cultural, linguistic, religious and racial backgrounds. 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.

When we speak of offering equal opportunities for all, it does not imply that everyone will be treated in exactly the same way: special measures may need to be taken to ensure equality of opportunity for diverse circumstances.

We aim to build a school community which is inclusive and lives out the values of diversity and equality. We respect and treasure the richness that diversity brings, whilst ensuring that there are no obstacles to opportunity for all.

LEGAL FRAMEWORK

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Special Educational Needs and Disability Regulations 2014
- Education and Inspections Act 2006
- Equality Act 2010
- Equality Act 2010 (Specific Duties) Regulations 2011
- Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- General Data Protection Regulation (GDPR) This policy also has due regard for non-statutory guidance, including the following:
 - DfE (2014) 'The Equality Act 2010 and schools' This policy operates in conjunction with the following school policies:
 - Admissions Policy



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**St Ralph
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Catholic Multi Academy Trust

- Complaints Procedures Policy
- Equal Opportunities Policy The Equality Act 2010 provides a modern, single legal framework with three broad duties:
 1. Eliminate discrimination
 2. Advance equality of opportunity
 3. Foster good relations

The school fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities.

Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race, colour, nationality or ethnicity
- Sex • Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

The responsible body for the school is the Governing Body.

OUR AIMS ARE:

- 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 behaviour.
- Identifying clear procedures for dealing quickly with incidents of racist behaviour
- To ensure a mutual respect for all pupils and staff.
- To provide appropriate academic education for all by helping all to achieve the best of which they are capable;

- To respect difference, value diversity and seek to prepare pupils for life in a multicultural society, promoting equal opportunities and good race relations.

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 behaviour;
- 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 cooperation 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 Behaviour policy.
- A "Record of Racist Incident" will be completed on My Concern.
- 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 behaviour.

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

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.

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



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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.