



St Alban and St Stephen Catholic Junior School

Race Equality and Cultural Diversity Policy

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| Agreed | Oct 2018 |
| Reviewed | Oct 2020 |

RATIONALE

At Ss Alban & Stephen Catholic Junior School we firmly hold that all people are born equal irrespective of colour, race, faith or gender. As such, we consequently treat all associated with the school – staff, governors, pupils, parents - and the wider community with equal respect and dignity, regardless of ethnic background.

Management/Staff

Members of staff who are of an ethnic minority will be treated in all ways the same as others. Promotion or censure will be applied through merit only. It will also be made clear why a particular course of action is being taken.

Staff/Pupil

All members of staff, teaching and support, being aware of the school's policy on racial equality will treat all children equally. There will be no racial discrimination of either a positive or negative nature. Reward just as much as reprimand will be based purely on the pupil's performance and behaviour.

Pupil/Pupil

The children will all be taught the fundamental principles of racial equality and will be expected to interact accordingly.

1. Legal Duties

Ss Alban & Stephen Catholic Junior School welcomes its duties under the Race Relations (Amendment) Act 2000. We are committed to:

- promoting equality of opportunity;
- promoting good relations between members of different racial, cultural and faith groups and communities
- eliminating unlawful discrimination.

2. Guiding Principles

In fulfilling our legal duties listed above, we are guided by three essential principles:

- Every pupil should have opportunities to achieve the highest possible standards, and the best possible qualifications for the next stages of their life and education.
- Every pupil should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities.
- Every pupil should develop the knowledge, understandings and skills that they need in order to participate in Britain's multi-ethnic society, and in the wider context of an interdependent world.

3. The Full Range of School Policies and Practice

We ensure that the principles listed above apply to the full range of our policies and practices, including those that are concerned with:

- pupils' progress, attainment and assessment
- behaviour, discipline and exclusions
- pupils' personal development and pastoral care
- teaching and learning
- admissions and attendance
- the content of the curriculum
- staff recruitment and professional development
- partnerships with parents and communities
- preventing and responding to bullying (Hertfordshire Guidance)

4. Addressing Racism and Xenophobia

Ss Alban & Stephen Catholic Junior School is opposed to all forms of racism and xenophobia, including those forms that are directed towards faith groups and communities, for example Islamophobia, and against Travellers, refugees and asylum-seekers.

5. Responsibilities

The governing body is responsible for ensuring that the school complies with legislation, and that this policy and its related procedures and strategies are implemented.

The headteacher is responsible :

- for implementing the policy
- for ensuring that all staff are aware of their responsibilities and are given appropriate training and support
- for taking appropriate action in any cases of unlawful discrimination.

All staff are expected :

- i) to deal with racist incidents that may occur
- ii) to know how to identify and challenge racial and cultural bias and stereotyping
- iii) to support pupils in their class for whom English is an additional language
- iv) to incorporate principles of equality and diversity into all aspects of their work.

6. Information and Resources

We ensure that the content of this policy is known to all staff and governors, and also, as appropriate, to all pupils and parents.

All staff and governors have access to a selection of resources which discuss and explain concepts of race equality and cultural diversity in appropriate detail.

7. Religious Observance

We respect the religious beliefs and practice of all staff, pupils and parents, and comply with all reasonable requests relating to religious observance and practice.

8. Monitoring, Reporting and Review

Ss Alban & Stephen Catholic Junior School collects, studies and uses quantitative and qualitative data relating to the implementation of this policy, and makes adjustments as appropriate. Incidents are reported to Hertfordshire County Council using the correct form and the Headteacher reports all incidents of racist behaviour termly to governors. The policy is reviewed on an annual basis along with all other action plans.

Breaches of this policy are dealt with in the same ways that breaches of other school policies are dealt with, as determined by the Headteacher and Governing Body.

9. Named Person

Mrs Aideen Porter is the school's named person for dealing with incidents of racial disharmony.

Ss Alban & Stephen Catholic Junior School – Equality Objectives

Objective 1:

To continue to employ staff on their ability to perform the designated role effectively.

Objective 2:

To continue to treat all children and adults with courtesy, respect, integrity and dignity.

Objective 3:

To continue to ensure all children progress and achieve with equality.

Objective 4:

To continue to challenge any type of intolerant attitude, comment or action that undermines the value or dignity of others.

Objective 5:

To continue to celebrate cultural diversity through our curriculum.