

ST JOHN LLOYD CATHOLIC COMPREHENSIVE SCHOOL

School Mission Statement

“Learning and Growing Together in Christ”

“As a Catholic School we aim to develop a Christian Community which believes in and affirms the dignity and value of the individual and encourages its members to develop their potential in terms of knowledge, understanding, spiritual, moral, cultural and physical awareness”.

ST JOHN LLOYD
CATHOLIC SCHOOL



POLICY ON THE PROMOTION OF RACIAL EQUALITY

Reviewed by Governors OCTOBER 2023

“Learning and Growing Together in Christ”

Introduction, Aims and Values

The governors welcome their duty to put in place a policy to promote racial equality. Our mission statement is a summary of everything we are aiming to achieve at the school, and it is particularly relevant as the starting point for this policy. As a Catholic School we aim to be:

“A Christian community which recognises the dignity and value of the individual, and in which all members are encouraged to develop their potential in terms of knowledge, understanding, spiritual, moral, social and cultural awareness.”

We believe that every person is a unique individual, created in God’s image and loved by Him. We are committed to treat every person with equality of esteem and the respect and dignity due to a child of God. We celebrate the enrichment of the total community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion.

It follows that we are committed to ensure that all are to be given every opportunity to develop their talents to the full. In seeking to embrace the gospel values of Jesus Christ in our everyday life and work, we aim to prepare our pupils for a life working with others in communities which may be diverse socially, culturally and religiously. We recognise that it is important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others. Our belief in the gospel message commits us to be in the forefront of the movement for social and racial justice and harmony.

The school is opposed to all forms of racial prejudice and discrimination. Language or behaviour which is racist or potentially damaging to any ethnic or racial group will not be tolerated. The school adopts the definition of a racist incident as being “any incident which is perceived to be racist by the victim or any other person” (following the Steven Lawrence Inquiry and the Macpherson Report).

At St. John Lloyd School we are committed to actively tackling racial discrimination and promoting equal opportunities and good race relations in all areas of school life. We shall encourage, support and help all pupils and staff to reach their potential. We shall work with parents and the wider community to tackle racial discrimination, and we shall ensure that the race equality policy and its procedures are followed.

This will be done through:

- assessing and monitoring pupil progress and attainment, tracking individual and ethnic groups where applicable and taking appropriate action
- dealing with all behaviour and discipline issues with regard to the individual
- monitoring each pupil’s personal development and providing support where necessary
- taking regard of cultural differences in ways of teaching and learning, providing full access to the curriculum

“Learning and Growing Together in Christ”

- ensuring our admissions criteria will not detrimentally affect any racial or ethnic group
- monitoring attendance and taking appropriate action where necessary
- having equal opportunities in staff recruitment and professional development and membership of the governing body
- promoting a partnership with all parents.

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. It will scrutinise the recording and reporting procedures at least annually and be involved in dealing with serious breaches of the policy. There is a named governor for race equality issues.

The **Headteacher** is responsible for implementing the policy, its procedures and strategies, and for reporting progress to governors annually. The headteacher should ensure that all staff are aware of their responsibilities and suitably trained to meet them and he should take appropriate action where the policy is not followed. He should ensure that visitors and contractors are aware of the policy. In discharging these responsibilities, the headteacher is assisted by members of the Leadership Group.

The **Deputy Head** is responsible for staff training and for maintaining a record of all racial incidents.

The **Head of Religious Education** will ensure that Religious Education lessons fulfil the requirements of the Curriculum Directory of the Catholic Bishops of England and Wales. This is to ensure that there is a fidelity to the Catholic tradition which recognises, values and respects truth and goodwill in other Faiths.

The **Co-ordinator of Personal and Social Education** will ensure that race and cultural diversity issues are addressed in the PSE Framework throughout the school, developing attitudes and values to promote understanding of diversity and equality and which challenge racism.

All staff are responsible for dealing with racist incidents, and for being able to recognise and tackle racial bias and stereotyping. Staff should refer to the Behaviour and Discipline Policy, seeking support from senior staff where necessary, and ensure that any incident is reported to the Deputy Head. Staff are to promote equal opportunities and good race relations, keeping up to date with the law and attend relevant training.

Visitors and Contractors should be aware of and comply with this policy and current legislation regarding race equality.

Breaches of the Policy

Involving **pupils**: the incident will be discussed with the pupil(s) and appropriate action taken according to the school's Behaviour and Discipline Policy.

“Learning and Growing Together in Christ”

Involving **staff**: the incident will be discussed with the headteacher, and the member of staff will be reminded of the policy and how it should be implemented. Serious breaches will be dealt with in accordance with the school’s grievance procedures.

Involving **others, including parents**: the incident will be discussed with the headteacher, and the person concerned will be made aware of the breach of policy and reminded about its implementation. Serious breaches may be reported to governors, LEA or police as appropriate.

Policy Planning, Development and Review

In curriculum planning, staff should assess the possible impact on racial equality. The impact of the policy on racial equality will be evaluated through staff discussion of data collected.

Each pupil’s progress will be monitored to allow for ethnic monitoring. This will inform further school planning. The results of monitoring will be sent to the LEA as required.

The effectiveness and impact of measures to eliminate racial discrimination, promote racial equality and good race relations will be considered when carrying out school self-review and evaluation.

Implementation of the Policy

All staff and governors will have a copy of the policy. It is to be implemented by all members of the school and it should permeate through all other policies. Parents will be made aware of the policy and it will be available to them on request.

The effectiveness of this policy will be reviewed annually by the leadership group and by the governing body.

As far as possible training will be made available to staff and governors as part of their continuing professional development.