

**Our Lady of Lourdes Catholic Primary School,
Witney, Oxon.**



Race Equality Policy

INTRODUCTION

The mission of our Catholic school is founded on the mission of Christ, whose gift of salvation is offered to every human person, without exception. Our mission statement *Growing and learning together in Christ* accordingly includes the aim that we will acknowledge and value each person's contribution to the life of the school, and nurture their special gifts and talents, enabling them to reach their full potential.

We are committed to giving all our children every opportunity to achieve the highest of standards. Within this ethos of achievement, we do not tolerate bullying and harassment of any kind. We aim to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background. We aim to promote understanding and acceptance of the multi-ethnic nature of our society, and to ensure that the education we offer fosters positive attitudes to all people.

This Race Equality Policy reflects guidance given to us by the C.E.S. (the Catholic Education Service) about the general and specific duties laid upon schools which are set out in the Race Relations Act 1976, as amended by the Race Relations (Amendment) Act 2000. The policy must be read in conjunction with other related school policies, including those which cover Behaviour, Equal Opportunities, and Special Educational Needs.

The general duty laid down by the Act requires us to have due regard to the need to:

- eliminate racial discrimination;
- promote equality of opportunity;
- promote good relations between people of different racial groups.

The specific duties require us to:

- prepare a written 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 the levels of attainment of these pupils;
- monitor the operation of our policies through the impact they have on such pupils, staff and parents, with particular reference to their impact on the attainment levels of such pupils.

RESPONSIBILITIES

The Governors

1. Ensure that the school complies with race relations legislation
2. Review all school policies to ensure that they promote good race relations
3. Ensure that the procedures and strategies are implemented.
4. Review the effectiveness of the policies and amend them as required
5. Involve all school personnel and parents in the review and implementation of the policy
6. Review the school's resources so as to ensure that a wide range of educational materials is available in order to support racial equality.



The Head Teacher

1. Ensures that all staff are aware of their responsibilities and are given appropriate training and support
2. Ensures that our pupils are aware of the importance of our race equality policy
3. Takes any action required in any case of racial discrimination or racially-based hostility or harassment
4. Reports to the Governing Body on a termly basis any incident of racial harassment or discrimination and any action that was taken

All Staff

1. Ensure that all children are valued as individuals and that their needs are met
2. Promote equal opportunities and good race relations
3. Attend any training that is required to ensure that the school complies with its legal requirements.

CURRICULUM

As part of our work to promote racial equality, we aim to ensure that we offer our children opportunities to:

- understand and celebrate diversity
- develop an understanding of global citizenship and of the need for solidarity among nations
- develop an understanding of their rights, the rights of others and their responsibilities to each other
- develop an understanding and appreciation of religious beliefs and cultures.

ADMISSIONS AND ATTENDANCE

Admissions to the school are managed by the Governors in accordance with our admissions policy. Pupil attendance is regularly monitored, and issues are discussed with the Educational Social Worker. Any trends or patterns are investigated.

BEHAVIOUR AND DISCIPLINE

We are committed to treating all pupils fairly, and we believe that all pupils have a right to work, play and learn in a safe and friendly environment. Staff are familiar with the behaviour policy and are aware of the strategies for dealing with unacceptable behaviour.

STAFF RECRUITMENT AND PROFESSIONAL DEVELOPMENT

We operate a fair and open policy when recruiting and training staff. We welcome applications for all posts, but particularly for teaching posts, from members of every part of the global Catholic Church, regardless of race. Selection panels are experienced, and are trained to be aware of the need to avoid any form of racial discrimination. All teaching and non-teaching staff are encouraged to develop and achieve their full potential.



PARENTS AND THE WIDER COMMUNITY

The school issues regular newsletters to parents and encourages them to become involved in all aspects of school life. Our premises and facilities are accessible to, and can be used by, everyone in the community, in line with our Lettings Policy.

MONITORING

We use the existing data analysis systems within our school to monitor pupils' attainment and progress and to set targets, and to ensure that every pupil, of whatever ethnic background, is achieving his or her full potential.

BREACHES OF THE POLICY

The Head Teacher and other members of staff will act as appropriate, in accordance with this policy and with other school policies, to deal with any reported incident involving racially-based hostility or harassment; and the Governors will take any further action accordingly that may become necessary in any such case.

Signed by the Chair of Governors

Signed by the Head Teacher

Adopted

Review date

NOTE: *This policy does not stand alone, as it is linked to other policies, in particular those relating to equal opportunities, special educational needs, and behaviour.*