

# St. Joseph's Catholic Primary School

## Race Equality Policy

### September 2025



This policy should be read in light of our Mission Statement that states:

*'At St. Joseph's, we live, love and learn by the example of Jesus.'*

As a Catholic School, St Joseph's provides an education that is based in gospel values. We recognise and welcome the legal duties contained in the Race Relations (Amendment) Act 2000 as it applies to this institution.

In particular, we:

- Celebrate the diverse nature of our society.
- Are committed to ensuring race equality in all areas of our work.
- Are determined to tackle racism in all its forms.
- We are opposed to all forms of racism, including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural or national origins, traveller and refugee status, and asylum seekers.

In order to realise its commitment to race equality, we will take all steps necessary to:

- Promote equality of opportunity.
- Promote good relations between persons of different racial groups.
- Eliminate unlawful racial discrimination.

### Scope of the Policy

This policy covers all aspects of the work of the school, including:

#### Staff

- Recruitment and retention;
- Pay and rewards;
- Training and professional development;
- Performance management;
- Consultation and involvement;
- Grievance and disciplinary matters.

#### Pupils

- Admissions and attendance;
- Teaching, learning and curriculum matters;
- Progress, attainment and assessment;
- Personal development and pastoral care;
- Behaviour, discipline and exclusions;
- Racial harassment.

## **Other Bodies**

- Governing body matters;
- Parental consultation and involvement;
- Collaboration with external bodies;
- Contracting arrangements.

## **Aims and Objectives**

- To make the school a welcoming place to all minority groups.
- To encourage, support and enable all pupils and staff to achieve their full potential.
- To promote an understanding and appreciation of different cultures and to value all the different cultures within our school.
- To help our students become responsible members of the community.
- To ensure the curriculum reflects the attitudes, values and respect that we have for minority ethnic groups.
- To support anyone at school who may be a victim of racism to overcome any difficulties they may have.
- To monitor and evaluate the attainment and progress of minority groups to ensure that there is equality of opportunity for all.

## **Role of the Governors**

- The Governing Body will take responsibility placed on it by legislation, relevant codes of practice and an understanding of gospel values to promote an inclusive environment within the school.
- To adopt and review the race equality policy.
- The Governing Body will monitor all of the school policies and curriculum to ensure they reflect the right attitudes, values and respect that we have for minority groups.
- The Governing Body will ensure that any complaint about behaviour inconsistent with this policy will be examined fully and promptly and corrective action taken, as necessary to prevent re-occurrence.

## **Role of Headteacher**

- The Headteacher will ensure that all staff are aware of the school's commitment to this Anti-Racism policy.
- The Headteacher will ensure the effective implementation of the policy.
- The Headteacher will ensure all appointments panels select with due regard to this policy.
- The Headteacher will organise the delivery of relevant training for staff.

- The Headteacher will ensure that when the curriculum is developed it promotes respect for all other people in all aspects of school life. This also applies to assemblies including, where appropriate, recognition of other faith festivals in school.
- The Headteacher will also ensure diversity on displays of work and art to reflect different cultures.
- The Headteacher, because of the importance attached to racial equality, will report annually to the Governing Body on the effectiveness of this policy
- The Headteacher will take any remedial actions as required.
- The Headteacher will make arrangements for the removal of any offensive graffiti from school premises.

### **Role of Staff**

- Class teachers will ensure no material can be perceived as racist in nature.
- Class teachers will provide material that gives positive images of ethnic minorities and challenges stereotypical images of other cultures and people.
- Class teachers will challenge any incident of prejudice or racism and ensure that any serious incident is brought to the attention of the Headteacher.

### **Role of Pupils**

- Pupils are expected to behave towards each other and towards staff in a way that is commensurate with this policy and conducive to harmonious relationships within the school community.
- Pupils should be made aware through example and the school environment that any form of racism will not be tolerated and that, if necessary, action will be taken under the Behaviour Policy if they do not respond to guidance from staff.

### **Breaches of Policy**

- In the case of pupils breaching this policy; staff will complete a racist incident form, the perpetrator will be dealt with in accordance with our behaviour policy and the consequences of any further breach of conduct will clearly be stated with the ultimate sanction of exclusion.
- In the case of staff breaching the policy the relevant procedures outlined in the staff discipline and grievance policy will be instigated.
- In the case of parents, visitors or contractors breaching the policy; they will be reminded of the school's commitment to race equality and asked to desist and further incidents may lead to individuals being requested to leave school premises.

## **Monitoring, Review and Evaluation**

The Governing Body will monitor the pattern and frequency of racist incidents and inform the LEA annually of any such incidents.

It will receive reports and data from the Headteacher and staff that enable evaluation on the relevance of provision.

## **Dissemination**

We will provide information about our race equality policy on our school website

## **Appendix**

Archdiocese of Westminster Model Equal Opportunities Statement of Values for a Catholic School

Date of review: September 2026

The policy is also available in the following formats, on request to the Headteacher: email; enlarged print version; other formats by arrangement.