

# St. Joseph's Roman Catholic High School



## Race Equality Policy

## The Ethos of St Joseph's

*“Our school is a community where Jesus Christ is our role model and his message the guiding principle behind all we do.*

*Every member of our community is responsible for creating an environment that is caring, fair and respectful of each individual.*

*We develop our potential, celebrate our talents and go forward together in faith.”*

Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration. We are therefore committed to promoting:

~ **The uniqueness of the individual**

We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

~ **The search for excellence**

We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community, which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.

~ **The education of the whole person**

We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare young people for a life working with others in communities which maybe diverse socially, culturally and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others irrespective of whether the school serves or is located in an ethnically diverse community.

~ **The education of all**

We have the duty of care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.

~ **Moral principles**

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

**Consequently, we still strive to ensure that:**

- ~ Any person recruited to the service of the school, whether as a member of staff or as a volunteer, is made fully aware of our aims and objectives and required to support them;
- ~ Children who are admitted to the school and their families are fully aware of our aims and objectives and undertake to support them;
- ~ All of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

Finally, we acknowledge that minority groups have often suffered disadvantage due to prejudice or ignorance. We recognise that it is all too easy for the structures of institutions to result in “inequality by default”. We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.

### **Responsibilities**

#### **1) The governing body is responsible for**

- ~ making sure the school complies with the amended Race Relations Act 1976 (the Act); and
- ~ making sure the race equality policy and its procedures are followed.

#### **2) The Headteacher is responsible for**

- ~ making sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
- ~ making sure the race equality policy and its procedures are followed;
- ~ producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary;
- ~ making sure all staff know their responsibilities and receive training and support in carrying these out; and
- ~ taking appropriate action in cases of racial harassment and racial discrimination.

#### **3) All staff are responsible for**

- ~ dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping; (NB A ‘racist’ incident is defined as racist if anyone involved in or witness to the incident considers it to be so.)
- ~ promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins: and
- ~ keeping up to date with the law on discrimination, and taking up training and learning opportunities.

#### **4) The Senior Management Team are responsible for**

- ~ keeping a record of racist incidents
- ~ co-ordinating work on race equality;
- ~ dealing with reports of racist incidents

#### **5) Visitors and contractors are responsible for**

- ~ knowing and following the school’s equality policy.

### **Breaches of the Policy**

If staff are found not to be following the policy then the CES Disciplinary and Grievance Procedures will be brought into practice.

If pupils breach the policy then the school will balance the pastoral and punitive elements of the incident.

