Race Equality Policy

Mission Statement:

'In St Margaret Mary's School
we welcome everyone into our community
in order to live, love and learn
together in the light and example of the life of Christ.'

'St Margaret Mary School supports the Wellbeing of all Stakeholders.'

To be Reviewed July 2027

1. Aims of the School

Christ is at the centre of everything that we do, and the gospel values provide us with our influence and inspiration. Through these teachings we endeavour to promote:

- ***Individuality of the child***
  We believe that all humans are unique individuals, created in God's image and loved by Him. Consequently we are fully committed to treating every person equally and respectfully at all times, as the teachings of God instruct us to do.

- ***Children and the Community***
  Within our community and school we celebrate the diversity of age, gender, racial and social origins, abilities, culture and religion. As a result of this we ensure that all are given an equal opportunity to develop talents and abilities to the full.

- ***Education of the whole child***
  As a Catholic school we give our children the experience of life in a community that is founded on the gospel values, and of working and living in harmony. Through a wide, varied and balanced curriculum we aim to prepare our children for a life or working and living with others in diverse communities.

- ***Education of all***
  We aim to provide good quality education for all pupils, irrespective of age, gender, ethnicity, attainment and background. Our aim is to encourage, support and enable all pupils and staff to reach their potential. In particular we aim to ensure that all our pupils get a fair deal at school in terms of the opportunities to learn, being treated with respect, given full access to all aspects of the curriculum and their achievements.

- ***Moral and spiritual principles***
  Our belief in the teachings set out in the gospel messages, means that we are at the forefront of social and racial harmony. Through the teachings of Christ, delivered in the Religious Education curriculum we aim to prepare our children to follow these moral and spiritual values in the wider world.

2. Our commitment to race equality

As far as is possible our aim is to be proactive in promoting racial equality and good race relations and tackle racial discrimination wherever it may occur within our work. We take this as a whole school approach, through the delivery of the Religious Education scheme of work. Wherever possible, we work in partnership with our parents and the wider community.

Our commitment to race equality covers all aspects of the school's work including:

- Progress, attainment and assessment
- Behaviour discipline and exclusions
- Personal development and pastoral care for our pupils
- All aspects of teaching and learning and the wider curriculum
- Admissions and attendance
- Staff recruitment and professional development
- Partnership with parents and communities.

4. Roles and Responsibilities

The responsibility for ensuring that the policy complies with the race relation legislation and is implemented rests with the Governing Body and the Head who also are the people to take appropriate action in cases of racial discrimination. They may seek advice and support form the LEA and the Diocesan Schools Commission as and when necessary. They also have the responsibility for keeping themselves and the school staff briefed on race relations legislation.

All staff have the responsibility to promote racial equality and good race relations between the pupils they teach.

Within the framework of the LA staff have responsibility for the recording of any racial incidents which may arise in the school. There is a nominated member of senior staff with responsibility for handling any racist incidents which may arise.

Parents are made aware of the school's commitment to race equality at the time of admission to the school. All opportunities are taken to remind them of our commitment throughout the time their children attend the school.

5. Curriculum, Teaching and Assessment

Curriculum planning takes account of our commitment to race equality. The criteria used for allocating pupils to teaching groups or optional subjects are fair and equitable for pupils from all ethnic groups. Our aim is to ensure that, in time, assessment methods are free from any unfair bias.

We use assessment outcomes to identify the specific needs of any pupils who may be underachieving. Our aim is to make sure that teaching methods and styles are varied to take account of different needs of individuals or groups of pupils.

Whenever possible we aim to celebrate cultural and racial diversity through the curriculum. Our aim is not only to encourage all pupils to oppose racial discrimination but also to make sure that they have the skills to challenge such racism as and when it occurs.

6. Admissions, Attendance, Discipline and Exclusion

The school follows the guidelines set out by the Catholic Diocesan Commission on its admission policy. We take steps to ensure that the admission process is fair and equitable to pupils from all ethnic groups.

Wherever possible, we accommodate pupils need to take time off for religious festivals.

We aim to identify and adapt good practice strategies in order to reduce any differences in rates of exclusion between ethnic groups. Our procedures for disciplining pupils and managing behaviour are fair and applied equally to all pupils irrespective of ethnicity. All our processes for excluding a pupil are free from racial discrimination and our strategies to reintegrate excluding pupils accommodate the needs of pupils from all ethnic groups.

7. Pupils' Personal Development, Attainment and Progress

The school monitors, by ethnicity, pupils' attainment and progress across the school and individual subjects.

Wherever there are unjustified disparities in the attainment and progress of particular ethnic groups, we develop strategies to take remedial action.

We take all opportunities to celebrate the achievement of all our pupils.

All pupils have equal access to curriculum enrichment activities and programmes. Individualised support is provided wherever necessary.

8. Parental and Community

Our policy is to regularly inform all parents of their child's progress. We take proactive steps to involve ethnic minority parents in the life of the school.

We aim to involve parents from all ethnic groups on the Governing Body. We also have active links with ethnic minority community groups and organisations. Wherever there are opportunities such groups and organisations are involved in the provision of learning opportunities or enrichment activities for our pupils.

9. Staffing

Recruitment and selection procedures are consistent with the race relations legislation and operate within the framework provided by the LA and the Diocesan Schools Commission.

Steps are taken to identify, support and provide opportunities for the professional development of staff from all ethnic groups.

10. Evaluation and Review of the Policy

We aim to regularly evaluate the policy and review it as necessary in order to take account of current issues. The task will be undertaken by a sub-group of the Governing Body which will also involve staff and parents.