



RACE EQUALITY

Date Issued: January 2016

Date to be reviewed: September 2017

MISSION STATEMENT

We, the family of St Peter's, united by our faith in God strive to learn and grow together to be the best we possibly can everyday.

(This policy should be read in conjunction with our Religious Education and SEND Policies)

Our mission statement reminds us that we come to school to work and play 'together'. Our school is a Catholic community and in all that we do we seek to develop this community as a community of love, where 'together' we care for each other.

As a Catholic School, St Peter's provides an education that is based on Gospel values. We recognise and welcome the legal duties contained in the Race Relations (Amendment) Act 2000 as it applies to this institution and subsequent Acts will seek advice from the LA and other voluntary/statutory agencies in order to ensure this.

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

Equalities Mission Statement

We are committed to ensure equality of educational opportunity and support for all pupils, parents, carers and staff irrespective of sex, race, disability, religion or belief, sexual orientation, pregnancy, gender reassignment and socio-economic background. We aim to provide a fully inclusive school in which every person feels proud of their identity and able to participate fully within the school community. We believe that a diverse school community is a strength which should be respected and celebrated by all those who learn, teach and visit here.

- Implementing the Equality Mission Statement
- Providing High Quality Teaching and Learning
- We aim to ensure that every pupil makes good progress and achieves well by:
 - Using fully inclusive teaching and learning approaches to engage all our pupils.

- Monitoring achievement data by ethnicity, gender and disability and intervening decisively when required.
- The rigorous analysis of pupils' progress to determine and inform the strategies we will use support to groups of pupils and individuals.
- Setting challenging targets for all pupils.
- Using teaching resources which avoid stereotyping and reflect the diversity of the school and local community in terms of race, gender and disability.
- Promoting attitudes and values that challenge all discriminatory behaviour and prejudices.
- Providing pupils with opportunities to celebrate their own and others cultures.
- Seeking the positive involvement of all parents / carers in their child's education.
- Encouraging discussion of equality issues which reflect social stereotypes, expectations and their impact upon learning.

The Central Role of All School Staff (Teaching and Support Staff)

School staff will implement the school's Single Equality Policy by ensuring that all pupils are treated fairly, equally and with respect. Pupils will also be expected to treat adults and each other with the same fairness, equality and respect.

Acts of harassment and victimisation are unacceptable and will not be tolerated within the school community. Staff will actively identify and challenge all forms of prejudice, stereotyping, victimisation and harassment.

All school staff will deal appropriately with any incidents of prejudice, harassment or victimisation. Serious incidents of prejudiced behaviour, harassment or victimisation will be recorded and reported to the Headteacher.

The Role of the Headteacher

The Headteacher has overall responsibility for the implementation of the school's Equality Policy and will ensure that all members of staff are aware of the Equality Policy and that these guidelines are applied fairly in all situations.

The Headteacher is responsible for promoting equality of opportunity within the curriculum and wider school community and will treat all incidents of prejudice, stereotyping, victimisation and harassment with due seriousness.

The Role of School Governors

The school governing body will set out its commitment to equal opportunities by:

- Ensuring that the School Equalities Policy is consulted upon, published and regularly reviewed.
- Welcoming all applications to join the school from potential pupils or members of staff, regardless of their sex, race, disability, religion or belief, sexual orientation, pregnancy, gender reassignment and socio-economic background.

- Ensuring that no pupil or member of staff is discriminated against, whilst in school on account of their race, sex, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.
- Taking all reasonable steps to ensure that the school environment gives access to all people with disabilities, and by striving to make all school communications and activities as inclusive as possible for parents, carers and pupils.
- Taking all reasonable steps to ensure that there is no unlawful behaviour in respect of equality including discrimination, harassment and victimisation.
- Ensuring that all reasonable adjustments are made as necessary for pupils, staff and parents who have a disability in accordance with the Equality Act 2010.

Development of the Equalities Policy

It is a requirement that the development of the school equalities plan and the actions within it have been informed by the input of staff, pupils and parents and carers. We have achieved this by using utilising:

- Feedback from the annual parent questionnaire, parents' evening, parent-school forum meetings and/or governors' parent-consultation meetings.
- Input from staff surveys or through staff meetings and training.
- Feedback from the school council, PSHE lessons, whole school surveys on children's attitudes to self and school.
- Issues raised during annual reviews or reviews of progress on individual education plans and mentoring and support sessions;
- Feedback from Governing body meetings / Governor sub-committees.

Review of progress and impact

Our School Equality Policy has been agreed by our Governing body. In line with legislative requirements, we will review progress against our Equality Policy annually and review the entire plan and accompanying action plan on a three year cycle.

Publishing the policy

In order to meet the statutory requirements to publish a Single Equality Scheme and we will:

- Publish our policy on the school website.
- Raise awareness of the plan through the school newsletter, assemblies, staff meetings and other communications.
- Make paper copies available for all interested parties.

This document was approved and adopted by the governing body

Name of Chair of Governors: George Lopez