



# St Thomas More Catholic First School

*Learning, loving and living together with Christ*

## **Racial Equality Policy and Dealing with Racist or Hate Incidents**

At St Thomas More Catholic First School, we are committed to developing and maintaining a Christian ethos which ensures all pupils achieve their highest level of achievement. The school will seek to serve its local community and will endeavour to prepare pupils for life in a diverse and multi-ethnic society. The ethos reflects the Christian belief that every human being is made in God's image and their true worth and value stems from this understanding. Jesus' ministry was to all the people of his time irrespective of wealth, status, gender, age, ethnic background, family ancestry or education and he taught that all were included in the love of God.

### **AIMS**

The School aims to:

- Promote equal opportunities and good relations to all areas of the curriculum.
- Implement Christian attitudes to equality for all.
- Eliminate unlawful racial discrimination.
- Educate pupils about a culturally and racially diverse society and world.

### **ROLES AND RESPONSIBILITIES**

#### **Pupils' responsibility**

Pupils have a responsibility to keep the school rules and treat everyone equally

#### **School's responsibility**

The Governing body will ensure that the school complies with its duty under the Equality Act 2010 and that its policies and related strategies and procedures are implemented.

The Head Teacher will be responsible for the implementation of the Policy ensuring all staff are aware of their responsibilities and are given training and support.

All staff are responsible for dealing with racist incidents and challenging racial bias.

All staff are expected to model inclusive behaviour and language. Any transgressions will be dealt with under the School's Disciplinary Policy.

### **THE CURRICULUM**

Curriculum content and delivery will be inclusive and will challenge stereotypes. It will meet the needs of all its pupils and so provide the best possible environment, in which each pupil may achieve their full potential. The school will help its pupils to understand what prejudice

means, how discrimination occurs and how they can take a personal stand against all forms of racism.

### **BEHAVIOUR, DISCIPLINE AND EXCLUSION**

Procedures for behaviour, discipline and exclusion will be fair and consistently applied to all groups to ensure there is no racial bias.

Patterns and trends will be monitored and consideration given to the needs of pupils from all racial groups.

Partnerships with parents, carers and community

All parents and carers will be welcomed and actively encouraged to get involved in the school and to share with the school their background, culture and aspirations for their children.

### **RESPONSE TO RACIST INCIDENTS**

There are clear procedures to deal with racist incidents as outlined in Appendix1. Racial discrimination and racial harassment will be dealt with promptly, firmly and consistently.

Pupils learn the school rules:

1. We work hard and do our best.
2. We play in a safe and friendly way.
3. Show respect for everyone and everything at all times.

Pupils are taught what is acceptable behaviour in the school community. Breaches of the Code of Conduct will be dealt with in a clear, effective and visible just way in line with the Behaviour Policy.

Pupils are encouraged to report any and every racist incident.

Any incidents and their resolution will be reported to the Governing Body in termly safeguarding reports.

The effectiveness of action to deal with racist incidents will be monitored.

All incidents of racial discrimination are recorded in the Racial Incident Book which is kept in the Office Manager's office.

All staff at School are aware of looked after children (LAC) in their classes. We ensure that they receive all possible support and encouragement as pupils who need special provision and positive discrimination, whilst preserving confidentiality and showing sensitivity and understanding.

November 2016

To be reviewed/updated November 2018

## Appendix 1

### Steps to Take when Dealing with Racist Incidents

