



Equal Opportunities – Race Equality Policy

Drafted: Gary Wilkinson (Acting Deputy Head in charge of Human Resources)

Approved by Governors: November 2009

Reviewed: June 2010

Next Review: Determined by Headteacher and Governing Body

Person (position, not name) responsible for reviewing policy:
Deputy Headteacher

This policy should be read in conjunction with all other policies and not as a standalone policy

Reasons for this policy

The Cardinal Wiseman School has an ethnically diverse student and staff population.

This policy is to assist the promotion of race equality; i.e. it aims:-

- To eliminate unlawful discrimination which may consist of group or individual activity against another group or individual
- To promote equal opportunities; and
- To promote good relations between people of different racial groups.

1. Aims and Values

Our policy is taken from the guidelines of the Archdiocese of Westminster which state:

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 love 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 we aim to prepare young people for a life working with others in a wider community which is socially, culturally and religiously diverse.

- **The education of all**



We have the duty to care for the poor and to educate those who are socially, academically, physically or emotionally disadvantaged. 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.

- **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 will strive to ensure that:

- any person recruited to the service of the school, whether as a member of staff or 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 unjustified discrimination, whether intentional or unintentional.

2. Our School Commitment

Is to ensure that we eliminate unlawful racial discrimination, promote equal opportunities and good race relations in all areas of School life such as:-

- progress, attainment and assessment;
- behaviour, discipline and exclusion;
- pupils' personal development and pastoral care;
- teaching and learning;
- admissions and attendance;
- the curriculum;
- staff recruitment and professional development; and
- partnership with parents, guardian and communities.

3. Leadership and Management

We are committed to:-

- actively tackling racial discrimination, and promoting equal opportunities and good race relations
- encouraging, supporting, and helping all pupils and staff to reach their potential
- working with parents and guardians, and with the wider community, in order to tackle racial discrimination



- making sure the race equality policy and its procedures are followed and promoted

The Governing Body accepts responsibility for:-

- making sure the school complies with the amended Race Relations Act 2000 and Equality
- making sure the race equality policy and its procedures are followed.

The Headteacher sees one of his/her prime tasks as being 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
- taking appropriate action in cases of racial harassment and racial discrimination.

All staff are responsible for:-

- dealing with racist incidents, and being able to recognise and tackle racial bias and stereotyping
- promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

Specific Responsibility

The Post of Head of Pupil Care and learning Support has specific responsibility for:-

- co-ordinating work on race equality; and
- dealing with reports of racist incidents.

Visitors and contractors

Will be made aware of their duty to follow the School's race and equality policy.

4. Our Specific duties



We commit ourselves to assess and monitor the effects of our policies on pupils, parents, guardians and staff from different racial groups.

This is how we will do this:-

- The School Growth Plan will have specific annual targets for development of race equality
- Ethnic monitoring of pupils attainment and progress to assist target setting is already built into our regular practice
- Ethnic monitoring of absence, exclusions and records is already built into our regular practice
- All practice is reviewed at curriculum and pupil care/learning support forums on a termly basis
- This information is published to governors, staff, parents and students each year
- Continued Professional Development opportunities are monitored and delivered through the “annual review” process for staff.

5. Distribution

- This policy is available from Reception
- Breaches of the Policy will be dealt with through the Code of Conduct for Students and the Governors Disciplinary procedures for Staff.