

RACE EQUALITY POLICY

1. Values/Commitment

St Mary's Catholic School values all its stakeholders, irrespective of gender, race or disability. It aims to live according to the values of Jesus Christ – to love thy neighbour as thyself.

2. Monitoring of Policy

This policy takes the form of a statement of commitment (see above), and an action plan which deals with the main areas of school life (see below), in line with the guidance for schools published by the Commission for Racial Equality in December 2001. The monitoring of progress towards the aims of the action plan, and its consequent impact will be: through reference to the plan itself, through self-evaluation tools used by the school such as the Keele surveys, and the student council.

3. Action Plan 2007/8

This is based on 8 categories that reflect items 6.8 and 6.10 of the CRE's draft policy. Each defines monitoring and assessment procedures, and roles and responsibilities.

- (a) **Pupil attainment and progress:** Ensure that pupils from minority ethnic backgrounds continue to achieve as well as all other pupils at St Mary's.
Responsible Manager: AS
 - Attainment charts show that pupils from minority ethnic backgrounds made at least as much progress in value added terms as their white UK counterparts.
- (b) **Curriculum, teaching and learning:** Departments have been asked to identify learning opportunities that promote inclusion and avoid stereotyping. Multi-cultural topics will now be audited across the curriculum.
Responsible Manager: CD
 - A full multicultural audit has been completed.
- (c) **Staff recruitment/development:** Data on recruitment will be analysed for trends in ethnicity, gender and disability.
Responsible Manager: AS
 - The level of applications was too low to sustain an in-depth analysis this year.
- (d) **School Values:** Racial awareness will be promoted through the school Newsletter, which will publicise appropriate school activities.
Responsible Manager: PL
Racial awareness has been promoted through assemblies and through curricular projects, rather than the newsletter this year.
- (e) **Pupil discipline, behaviour, exclusion:** Attendance will be analysed on the basis of gender and race.
Responsible Manager: AG
 - Not yet achieved; this will be a priority for the new Attendance Secretary.
- (f) **Racism and racial harassment:** The current race education programme will be evaluated by the Assistant Headteacher (Ethos).
Responsible Manager: AB
 - Only one pupil required assistance in this area, making a detailed evaluation impossible.

- (g) **Admissions/transfer procedures:** Admissions criteria will be analysed to establish what changes might be required to our admissions criteria in order to promote access to the school by different ethnic groups.

Responsible Manager: AS

- Casual admissions were also very low this year. However, the school has signed up to a local area protocol for hard to place pupils. These may not be Catholic, and may be admitted over and above the standard number of admissions, which should aid inclusivity in this area.

- (h) **Membership of the Governing Body:** The Governing Body will strive to reflect the composition of the school community in its own ethnic composition.

Responsible: Chair of Governors

- The composition of the Governing Body is now at its most diverse; however further development is required in order to reflect the composition of the pupil community.

4. Review, Evaluation

All the above targets will be reviewed as part of an annual review of this policy. Where a target has been met, a new one will be introduced in that category, leading to incremental development in that area. Where a target has not been met the lead person named above will be asked to report on what new strategies will be introduced in order to reach the target by the next review date.

5. Review Date

July 2008.

6. Breach of the Policy

Breach by pupils – see category 3(e) above.

Breach by staff – will lead to further training and/or disciplinary procedures, as appropriate.

Breach by other stakeholders – will lead to referral to the appropriate authority.

7. Training

For pupils – see category (e) above.

For staff – the detail and implications of this policy for all staff is explored annually via the school's induction programme for new staff..