

ST. DAVID'S HIGH SCHOOL

RACIAL EQUALITY

**Reviewed by Governors
October 2023**



Rationale

The school is committed to race equality, eradicating racism and valuing diversity:

Purpose

- To eliminate unlawful discrimination:
- To promote equality of opportunity:
- To promote good relation between members of different racial, cultural and religious groups and communities:
- To promote cultural diversity throughout the school:

Guidelines

- Racial Equality shall form part of the co-ordination for equal opportunities and involve all faculty representatives and their remits:
- Racial Equality issues will form part of Faculty / Pastoral agendas:
- An Equal Opportunities Working Group will monitor Racial Equality Policy and Scheme and review and develop it in accordance with the SDP and Racial Equality Action Plan:
- Racial incidents will be recorded in line with Flintshire County Council procedures using the appropriate forms and contacts, including nil returns:
- All staff should ensure that teaching materials and strategies are consistent with the principles of racial equality:

Conclusion

The active promotion of Racial Equality as required by the Race Relations (Amendment) Act 2000 will aid the foundation of a more just and equitable society.

Introduction

St. David's High School welcomes its duties under the Race Relations (Amendment) Act 2000. As a school, we believe that we have a key role to play in eradicating racism and valuing diversity. We accept that racism exists in all communities and we believe that every school should take proactive steps to challenge and prevent racism. This is particularly important in communities where there are relatively few people from ethnic minority groups (or even none at all).

Responsibilities

The Governing Body is responsible for ensuring that the school complies with this legislation and that its policy and related procedures and strategies are implemented.

The Headteacher is responsible for implementing the policy and for ensuring that all school staff are aware of their responsibilities and are given adequate training and support; and for taking appropriate action in any cases of unlawful discrimination.

All staff are expected to deal with racist incidents that may occur; to know how to identify and challenge racial and cultural bias and stereotyping; to support people in incorporating principles of equal and diversity into all aspects of their school life.

Aims and Objectives

In fulfilling our legal duties we are guided by these essential principles:

- Everyone at school should be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is respectful towards other identities.
- Everyone at school should be encouraged to develop the knowledge, understanding and skills that they have in order to participate in Wales' and Britain's multi-ethnic society, and to become global citizens in the wider context of an independent world.
- We will endeavour to make our school welcoming to all ethnic minority groups. We will provide an understanding of different cultures through the topics studied by our pupils. Our curriculum will reflect and actively promote the attitudes, values and respect we have for minority ethnic groups and diverse cultures.
- Should anyone at our school be a victim of racism, we will follow a course of action in order to support that person in overcoming any difficulties they may have.

School Policy into Practice

We will ensure that the principles noted above will apply to the full range of our policies and practices, including those that are concerned with:-

- Pupil's progress, attainment and assessment:
- The context of the curriculum:
- Pupil's personal development and pastoral care:
- Teaching and learning:
- Staff recruitment and professional development:
- Further underpinning our working in partnership with parents and the wider community:
- Behaviour, discipline and exclusions policy:
- Admissions and attendance:

Policy into Practice

In order to fulfil the aims and objectives of the policy everyone connected with St. David's High School will be actively encouraged to:-

- Value the contributions made by minority ethnic pupils and adults:
- Counter stereotyping:
- Value and celebrate cultural diversity with the school:
- Promote respect and understanding of diverse cultures, languages, faiths and ethnic groups:
- Be tolerant of other people's beliefs, cultures and backgrounds:
- Contribute to developing respect and awareness of cultural diversity
- Discuss and reflect on life in and contributions across the curriculum from other cultures:
- Recognise and increasingly understand a diversity of beliefs, attitudes and social and cultural traditions:
- Contribute to developing an awareness of cultural diversity through the school's collective worship policy:
- Support persons from other faiths to observe their own religion, cultures and practices:
- To make use of additional external resources when the opportunity arises, including the LEA's English as an Additional Language Service:
- Show sensitivity through the use of learning resources to different groups and cultures:
- Record all racist incidents and incidents of a racial nature and report these to parents, school governors and the LEA:
- Record and use statistical data on pupils according to their ethnic group, to inform about attainment and pupils' experiences:

Monitoring and Evaluation

The school is under a duty to assess and monitor the impact of its policies, including this policy, on pupils, staff and parents from different racial groups. In particular, the school will assess and monitor whether its policies have, or could have, an impact on the attainment levels of different racial groups. In order to achieve this, the school may:-

- Collect and analyse relevant data:
- Talk to pupils, parents, staff and the wider community to find out their needs and opinions:
- Carry out surveys:

The results of such assessment and monitoring will assist the school in evaluating its progress in terms of promoting racial equality and influence the school's planning and decision making.

Racial Equality – 3 Year Action Plan

- Incorporate / strengthen modules in EP / PSHE to further develop and promote Racial Equality and Cultural Diversity:
- Incorporate principles of racial equality into the Home / School Agreement and the School Prospectus:
- Inform parents of the new duties placed on schools as a result of the new legislation:
- Update job descriptions to promote Racial Equality:
- Set up monitoring systems:
- Set up clear support mechanisms, including training for pupils, staff, parents and governors:
- Audit of schemes of work etc. by all Faculty Heads and Heads of Department and include principles of racial equality which will help to ensure opportunities are taken to teach about and raise awareness of the various contributions of different cultures across the curriculum. Refer to new resource list supplied by the LEA:
- Further include issues / experiences of Cultural Diversity in Year and Whole School Assemblies:
- Review of Primary Liaison to incorporate diversity issues and ensure inclusiveness:
- Arts Festival to incorporate diversity and act as a model for inclusiveness:
- Further extend visits / input from ethnic minority groups:
- Set up links across the North / South divide (non-European countries – the 'International Dimension') to motivate pupils, staff, parents, governors and the wider community to further learn about issues of cultural diversity / global citizenship through personal encounters with other cultures:
- Link the target time scale directly with the priority accorded to each required action: