

# St James Church of England Primary School



Name of Policy	Race Equality Policy
Signed ratification by Governors	<i>Tim Hutchings</i>
Review Date	March 2018
Next Review Date	March 2019

St James Church of England Primary School is in Bermondsey, located in the Borough of Southwark. We have 582 pupils on role including nursery. Our community come from roads which are within close proximity to the school. This area is home to many members of Southwark's diverse ethnic minority communities. Young people from many different ethnic communities attend our school. At present the school has three pupils with physical disabilities.

Our pupil population is as follows (at March 2018): 579, which includes 458 children aged 5 or over.

Whole school pupils on roll by Ethnic Group

Ethnicity Description	Number of	Percentage
	Pupils	Pupils
	2017/2018	2017/2018
Any Other Asian Background	11	2%
Any Other Black Background	24	4
Any Other Ethnic Group	11	2
Any Other Mixed Background	28	5
Any Other White Background	4	.6
Albanian	2	.3
Arab Other	5	.8
Bangladeshi	3	.5
Black - African	104	18
Black - Ghanaian	5	.8
Black - Nigerian	20	3
Black - Sierra Leonean	12	2
Black and Any Other Ethnic Group	8	1
Black Caribbean	25	4
Black European	24	4
Chinese	6	1
Indian	3	.5
Iranian	3	.5
Japanese	1	.2
Korean	2	.3
Kurdish	1	.2
Latin/ South/ Central American	11	2
Moroccan	1	.2
Other Black	8	1
Other Black African	19	3
Other White British	1	.2
Pakistani	2	.3

Refused	2	.3
Turkish	2	.3
Vietnamese	8	1
White - British	140	24
White - English	2	.3
White - Irish	2	.3
White and Any Other Ethnic Group	6	1
White and Asian	7	1
White and Black African	8	1
White and Black Caribbean	14	2
White and Chinese	1	.2
White Eastern European	11	2
White European	14	2
White and Indian	1	.2
White Other	14	2
White Western European	1	.2

Our Special Educational Needs (SEN) pupils are as follows:

63 children are on our SEN register

10 children have Education Health Care Plans (EHCP)

We currently have 223 male and 235 female pupils aged 5 and over on roll 2017/2018.

We currently have 97 staff members of which 64 white British, 15 Black or Black British, 4 white Irish, 8 white European or other white background and 6 members from other ethnic backgrounds. Of these 13 are male and 84 are female.

Our Governing Body is made up of Foundation and Non Foundation members with representatives from staff, parents, local authority, St James Church and the PCC. There is a varied age range across the Governing Body.

**Aims and values:** This school is a Church of England school that is institutionally rooted in the Christian faith. Through its corporate life it attempts to glorify God in the development of the full human potential in each person, whether governor, parent, pupil or member of staff. Its ethos of love and care and its commitment to justice are the foundation of its aims in educating the whole school community to make its proper contribution to society.

**Therefore, this school:**

- (a) is opposed to all forms of racism which seek to disadvantage persons on the grounds of colour, culture or ethnic origin;
- (b) will continue to re-appraise and develop its organisation and curriculum in order to create an ethos that meets the needs of all its pupils and so provide the best possible environment in which

they may achieve their full potential, spiritually, morally, socially, intellectually, emotionally, and physically;

(c) will not tolerate racist behaviour such as name calling, stereotyping of all ethnic groups, insulting remarks, offensive graffiti, undue pressure on individuals and bullying. It will not use literature that is racially biased and dependent upon stereotypes, nor will it allow the distribution of racist literature or pamphlets or permit the wearing of racially offensive symbols;

(d) will take immediate and positive action against any racist offences whoever may be the perpetrator. Those responsible will be made aware of the school's opposition to racism and reasons will be given. Sanctions will be applied as judged appropriate according to the circumstances and having in mind a positive outcome;

(e) in the light of the above, is aware of the need to publicise its racial equality policy and code of conduct. It will keep them under review and maintain a system of monitoring their effectiveness. This critical openness should in fact arise from the place of the church school within the living Christian community which itself should be critically open in response to the message of the Gospel.

#### **Responsibilities:**

(a) The governing body will ensure that the school complies with the duty under the Race Relations (Amendment) Act and that its policies and related strategies and procedures are implemented.

(b) The headteacher will be responsible for implementation of the policy and ensuring all staff are aware of their responsibilities and given training and support.

(c) The headteacher will be given specific responsibility for co-ordinating racial equality across the school and for dealing with specific racist incidents.

(d) All staff will be responsible for dealing with racist incidents, challenging racial bias and stereotyping, promoting racial equality and keeping up-to-date with race relations legislation by attending training.

(e) Visitors and contractors will be made aware of their responsibility to comply with the school's policy.