

St James Church of England Primary School



Name of Guidance Document	Race Equality Statement
Review Date	November 2024 Following Autumn Census

St James Church of England Primary School is in Bermondsey, located in the Borough of Southwark. We have 397 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 numbers 397 (as at Autumn 2023 census); this is made up of 320 children aged over 5 years and 77 under 5's. We have 181 male and 185 female pupils aged over 5 years on our current role.

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

86 children are on our SEN register, of which

21 children have Education Health Care Plans (EHCP)

Whole school pupils by Ethnic Group

Ethnicity Description	Number of Pupils	Percentage of Pupils
	2023/2024	2023/2024
Any Other Asian Background	3	0.75
Any Other Black Background	22	5.50
Any Other Ethnic Group	28	7.0
Any Other Mixed Background	32	8.0
Any Other White Background	23	5.75
Bangladeshi	5	1.25
Black - African	129	32.75
Black Caribbean	20	4.0
Chinese	2	0.50
Gypsy Roma	1	0.25
Indian	6	1.50
Pakistani	1	0.25
Refused	4	2.0
White - British	83	21
White - Irish	0	0
White and Asian	7	1.75
White and Black African	14	3.5
White and Black Caribbean	16	4.0
Total	397	100%

Our staff population numbers 81; this is made up of 73 female and 8 male staff members. There are 51 white British, 12 black or black British, 2 white Irish, 5 other Asian backgrounds and 12 from other ethnic backgrounds.

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 document 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 document 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 document.