

# St James Church of England Primary School



<b>Name of Guidance Document</b>	<b>Race Equality Statement (as at 4.11.25 following Autumn Census</b>
<b>Review Date</b>	<b>November 2026</b>

St James Church of England Primary School is in Bermondsey, located in the Borough of Southwark. We have 393 pupils on roll 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 3 pupils with physical disabilities.

Our pupil population numbers 393 (as at Autumn 2025 census); this is made up of 333 children aged over 5 years and 60 under 5's. We have 204 male and 189 female pupils aged over 5 years on our current roll.

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

107 children are on our SEN register, of which

32 children have Education Health Care Plans (EHCP)

Whole school pupils by Ethnic Group

Ethnicity Description	Number of Pupils	Percentage of Pupils
	November 2025	
Any Other Asian Background	4	1.03%
Any Other Black Background	11	2.80%
Any Other Ethnic Group	15	3.80%
Any Other Mixed Background	28	7.12%
Any Other White Background	25	6.36%
Bangladeshi	4	1.03%
Black - African	122	31.04%
Black - British	5	1.27%
Black Caribbean	33	8.39%
Chinese	1	0.26%
Indian	5	1.27%
Refused	7	1.79%
White - British	92	23.40%
White - Irish	1	0.26%
White and Asian	7	1.79%
White and Black African	17	4.32%
White and Black Caribbean	16	4.07%
Total	393	100%

Our staff population numbers 72; this is made up of 65 female and 7 male staff members. Their ethnicities are:

Ethnicity Description	November 2025
Any Other Asian Background	2
Any Other Ethnic Group	4
Any Other Mixed Background	2
Any Other White Background	3
Black - African	3
Black Caribbean	4
Iranian	1
Pakistani	1
White - British	47
White - Irish	2
White and Black Caribbean	1
Total	72

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.