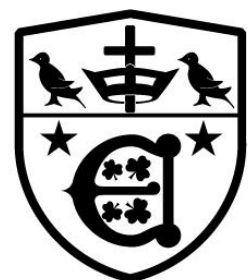


# Race Equality Policy



**ST EDWARD'S  
COLLEGE**  
LIVERPOOL

## **Preamble**

Under the duty to promote race equality, the College must:

- Prepare a written statement of its Race Equality Policy; and
- Maintain the written statement.

The Policy the College is required to implement has three parts of equal importance:

- To eliminate unlawful discrimination;
- To promote equal opportunities; and
- To promote good relations between people of different racial groups.

*(The phrase “promotion of race equality” is used to describe all three parts of the duty).*

## **1. Introduction**

The College’s Race Equality Policy is based on our values and aims. We aim to eliminate unlawful racial discrimination, and to promote equal opportunities and good race relations in all areas of school life, including:

- progress, attainment and assessment;
- behaviour, discipline and exclusion;
- pupils’ personal development and pastoral care;
- teaching and learning;
- admission and attendance;
- the curriculum;
- staff recruitment and professional development; and
- partnerships with parents and guardians and communities.

## **St Edward's College Race Equality Statement of Values**

Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration. We are therefore committed to promoting:

### **• The uniqueness of the individual**

We believe that every person is a unique individual, created in God’s image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

### **• The search for excellence**

We are called to see perfection in all aspects of our lives. We celebrate the enrichment of the total community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensuring that all are to be given every opportunity to develop their talents to the full.

### **• The education of the whole person**

We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions, we aim to prepare young people for a life working with others in communities which may be diverse socially, culturally and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand

that of others irrespective of whether the school serves or is located in an ethnically diverse community.

- **The education of all**

We have the duty to care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.

- **Moral principles**

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

Consequently, we will strive to ensure that:

- any person recruited to the service of the school, whether as a member of staff or a volunteer, is made fully aware of our aims and objectives and required to support them;
- children who are admitted to the school and their families are fully aware of our aims and objectives and undertake to support them;
- all of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

Finally, we acknowledge that minority groups have often suffered disadvantage due to prejudice or ignorance. We recognise that it is all too easy for the structures of institutions to result in “inequality by default”. We therefore commit ourselves to take positive steps to examine our policies and practice and to change them where necessary.

## **2. Leadership and Management Commitments**

We are committed to:

- actively tackling racial discrimination, and promoting equal opportunities and good race relations;
- encouraging, supporting, and helping all pupils and staff to reach their potential;
- working with parents and guardians, and with the wider community, to tackle racial discrimination, and to follow and promote good practice; and
- making sure the Race Equality Policy and its procedures are followed.

### **Responsibilities**

(a) **Governors**

The Governors are responsible for:

- making sure the school complies with the provisions for race which are contained within the Equality Act 2010 and making sure the Race Equality Policy and its procedures are followed.

(b) **Principal**

The Principal is responsible for:

- making sure the Race Equality Policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
- making sure the Race Equality Policy and its procedures are followed;
- producing regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary;
- making sure all staff know their responsibilities and received training and support in carrying these out; and
- taking appropriate action in cases of racial harassment and racial discrimination.

(c) All staff

All staff are responsible for:

- reporting racist incidents via CPOMS, and being able to recognise and tackle racial bias and stereotyping;
- promoting equal opportunities and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins; and
- keeping up to date with the law on discrimination, and taking up training and learning opportunities.

(d) The Deputy Principal (Pastoral) has specific responsibility

- Coordinating work on race equality; and
- Dealing with reports of racist incidents.
- Providing educational training on racism to pupils who have been involved in racist incidents.

(e) Visitors and Contractors

Visitors and contractors are responsible for:

- knowing, and following, the Race Equality Policy.

### 3. Assessment and Monitoring of the Race Equality Policy

Assessment and monitoring of the Race Equality Policy will include the following aspects (this list is not exhaustive).

- 1 Planning and developing Policy.
- 2 Ethnic monitoring.
- 3 Assessing and reviewing Policies.
- 4 Putting the Race Equality Policy into practice.
- 5 Date of the Policy.

***This policy was adopted by the Governing Body in October 2023. The next review will be in October 2027.***