

A commitment to racial equality

Our policy

Autumn 2008



3. Curriculum/teaching and learning

Our school is committed to providing a curriculum which embraces the principles of race equality and promotes knowledge and understanding of - and positive attitudes towards - cultural and ethnic diversity.

4. Professional development of all staff

Our school will ensure equality of access to professional development and training for all staff. We will monitor and report on access as appropriate

5. Implementation

This policy was first implemented in the following way:

- * dissemination and consultation period: April-June 2004;
- * action plan produced by the Deputy Head [pastoral] for Sept 2004;
- * all policy and planning processes tested for their race equality impact where this is appropriate;
- * relevant training offered to all staff and governors.

Policy Planning and Review

The impact of this policy has been assessed through a process of consultation, evaluation and audit. To this end we have monitored the implementation of the policy and evaluated its impact on pupils, parents and staff by:

- * collecting and analysing relevant data
- * checking progress against the action plan
- * consulting as appropriate with parents and the school community.

i] Ethnic monitoring

The school will ensure that monitoring data by racial group on, for example, attainment, progress, exclusions, sanctions and rewards is used to inform planning and decision making.

ii] Reviewing and assessing policies

St Augustine's will regularly review, monitor and assess all policies and strategies for their effectiveness and impact in eliminating racial discrimination, promoting racial equality and the furtherance of good race relations.

iii] Availability of monitoring and assessments results

Information regarding the results of any monitoring and evaluation in respect to race equality matters will be available to any member of our school community on request. If you have any queries regarding this policy or would like further information, please phone 01254 823362 and ask to speak to Mr Horrocks or Mr McNamara.



As an inclusive community with a strong Christian identity, governors and staff at St Augustine's recognise that there can never be a justification for racial discrimination. The principle of equality of opportunity lies at the heart of our ethos. We value and promote good relationships between people of different racial, ethnic and cultural backgrounds. This policy applies to all governors, staff, pupils, parents and visitors to the school including all contracted workers. It reflects the core values expressed in our Mission Statement.

A profile of the history and community of St Augustine's

History and Growth: We're an 11-16 mixed Roman Catholic comprehensive with 1,058 pupils on roll, which means that we are now the largest Catholic 11-16 school in the LA. The school opened in 1963 as a secondary modern with provision for 660 children, but over time our numbers have grown. We belong to the Roman Catholic Diocese of Salford and are part of Lancashire Local Authority. Our location is the Ribble Valley village of Billington and nearly all our pupils are bussed to and from school.

Our catchment area is semi-rural and very wide. It covers a large part of the Ribble Valley and Hyndburn as well as Padiham, near Burnley. The socio-economic profile of our pupils is varied. Nearly all are Roman Catholic and of European heritage. First impressions, however, belie the cultural richness and diversity of our community. We have pupils with African, American, Chinese, Dutch, French, Greek, Indian, Irish, Italian, Lithuanian, Maltese, Polish, Russian, Singaporean, Spanish, Traveller and Vietnamese backgrounds.

The aim of our Race Equality Policy is to ensure that the ethos of our Mission Statement makes a positive impact on all who belong to our community. Our statutory duty as a school to eliminate racial discrimination and promote race equality and good race relations is wholly in resonance with our core values. This is why this policy is so integral and important a part of our school life.

Leadership, Management and Governance

The Governing Body is committed to promoting equality of opportunity and good race relations and to eliminating unlawful racial discrimination. The Governing Body knows that it can count on the support of all staff, parents and pupils in this respect. It is confident that all staff will know how to recognise and deal with racist incidents and that they will challenge racial bias and stereotyping, both inside and outside the classroom.

The Governing Body will monitor all aspects of the implementation of this policy in order to assess its effectiveness and appropriateness.

The headteacher has the responsibility of ensuring that this policy is successfully implemented and that all who work in the school have been given clear guidelines and expectations as well as training and support which is appropriate and effective.

All staff have a responsibility to ensure that they are acting in compliance with this policy. The headteacher will act promptly and appropriately if any aspect of this policy is not being complied with.

Mr C. Horrocks, Deputy Headteacher, is the member of the School Leadership Team with designated responsibility for race equality. This includes monitoring, recording and reporting on racist incidents to the LA and to the Governing Body. Teaching staff have a central role to play in promoting race equality. The effectiveness of our policies will be judged:

- * on how successfully they encourage, support and enable all pupils to reach their full potential;
- * on how they ensure that all racial groups have full access to the curriculum
- * and on how they promote race equality through teaching and learning, the curriculum and the quality of pastoral care and guidance

How the school will fulfil its commitment to race equality

1] Ethos

The school will fulfil its commitment to race equality by valuing diversity and by actively promoting good interpersonal and community relationships. We will do this proactively by participating in projects and networks which strengthen social cohesion. Current examples include our partnership with Marsden Heights, our links with neighbouring primary, secondary and tertiary schools, and our engagement with groups and organisations which work for equality, justice and development both locally and on a global scale. Examples within school include internationally-themed whole school Masses, Key Stage 3 curriculum projects on "Lancashire", "asylum" and "heritage", our choice of imagery and example, and a robust approach to dealing with any manifestation of racist attitudes or behaviour.

2] Racism/ Racial harassment

Saint Augustine's will fulfil its commitment to race equality by dealing firmly, fairly, consistently and effectively with racist incidents, harassment and bullying. The school will ensure that all such incidents are recorded, investigated and reported on to the Local Authority and the Governing Body in compliance with the LEA document "Guidelines and Procedures for Dealing with and Reporting Racist Incidents in Schools."