



ST. ANSELM'S COLLEGE

RACE EQUALITY POLICY

The Policy is central to the growth of our Christian community, providing a caring and supportive environment for learning. The policy is closely linked to other policies i.e. whole school behaviour, bullying, equal opportunities, moral & spiritual and teaching & learning policies

BACKGROUND INFORMATION

College role: 857 (including 207 in Sixth Form)

St. Anselm's College is a selective Catholic Grammar School for boys. Being Voluntary Aided, St Anselm's controls entry requirements via a Governors Entrance Exam. St. Anselm's draws from across all the wards in the Borough, accepting boys from Bidston, ranked 1st on the Child Poverty Index in England to Heswall, ranked 7844th.

Approximately 10% of the pupils are eligible for free school meals.

Attendance last year was 94.6% (Wirral Average = 92.5%)

There are 57 full time teaching staff on role and 2 part time teaching staff.

POLICY PRODUCTION

The following people were involved in the development of this policy.

Mrs N. Howlett	Deputy Head
Ms L. Baines	PSHE Co-ordinator
Mr Dowse	Head of Humanities and Citizenship
Ms. Sue Evans – Subject leaders	Wirral Adviser for PSHE and Citizenship

AIMS:

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.

IMPLEMENTATION:

The Governors will:

- ❖ make sure the College, complies with the amended Race Relations Act 1976 (the Act) and
- ❖ make sure the race equality policy and its procedures are followed;

The Headmaster will:

- ❖ make sure the race equality policy is readily available and that the governors, staff, pupils, and their parents and guardians know about it;
- ❖ make sure the race equality policy and its procedures are followed;
- ❖ produce regular information for staff and governors about the policy and how it is working, and providing training for them on the policy, if necessary;
- ❖ make sure all staff know their responsibilities and receive training and support in carrying these out; and
- ❖ take appropriate action in cases of racial harassment and racial discrimination

All staff will:

- ❖ deal with racist incidents, and being able to recognise and tackle racial bias and stereotyping;
- ❖ promote equal opportunities and good race relations, and avoid discrimination against anyone for reasons of race, colour, nationality or ethnic or national origins; and
- ❖ keep up to date with the law on discrimination, and taking up training and learning opportunities.

Visitors and Contractors will

- ❖ know, and follow the race equality policy.

MONITORING & REVIEW:

- ❖ The Headmaster will be responsible to the Governing Body for promoting, monitoring and maintaining the implementation of this policy.
- ❖ Members of the S.L.T. will be responsible to the Headmaster for promoting, monitoring and maintaining the policy in their Link faculties.
- ❖ Subject Leaders will be directly responsible to the Headmaster, through their Link Senior Manager, for promoting, monitoring and maintaining the implementation of this policy within their areas of responsibility.

EVALUATION:

- ❖ There will be an annual review of the effective implementation of this policy.

Supporting Documentation

St. Anselm's College Anti-Bullying Policy

St. Anselm's College Whole School Behaviour Policy