



PRIORY SCHOOL
EDGBASTON

The Promotion of Racial Equality

Mission Statement

Priory School is a thriving Independent Catholic school which welcomes those of all faiths and none.

We love, live and learn joyfully as children of God.

In partnership with parents or guardians, we provide a caring community with high standards of teaching and learning, enabling all pupils to achieve success.

Approved by Risk & Compliance Committee 19 January 2018

1. The governors and staff of Priory School are committed to providing a fully accessible environment which values and includes all pupils, staff, parents and visitors regardless of their education, physical, sensory, social, spiritual, emotional or cultural needs.
2. The staff, governors and pupils are committed to the safeguarding and welfare of pupils and staff.
3. To meet the needs of our school community all our policies, including this one, can be made available in different formats to help meet your needs such as different font sizes or styles, colour or alternative languages

General School Statement

We believe that we are very fortunate to live in a society rich in different cultures, ethnic backgrounds and religions. We believe, therefore, that each member of our school community should:

- feel happy and secure
- feel able to work and achieve to their fullest capacity
- feel respected (as an individual) who contributes positively to school life.

This is very much in line with our Mission Statement, which emphasises that we are a Catholic School, which welcomes all faiths and none.

Behaviour Management

We will not allow any kind of verbal or physical abuse. Children must not fight, swear or use offensive language likely to cause anger or hurt. Incidents of abuse will be monitored – please refer to our Anti-Bullying Policy.

We continually monitor playground behaviour and how our students use the outdoor space and encourage a stimulating and safe playground environment.

Curriculum Teaching and Learning

We will ensure that each pupil has access to the curriculum and is able to achieve at the highest possible level in relation to their age and ability through a range of pre-determined strategies for differentiation.

All children will have access to a broad and balanced curriculum that avoids stereotyping and promotes racial equality. They are given equal access and an opportunity to experience all activities and will be given extra support where necessary. Differences are treated sensitively and positive approaches to diversity promoted.

Racism and Reporting Incidents

We are committed to liaising closely with parents and carers, local community groups, and other relevant agencies and have been successful in developing ways of reducing racism and inappropriate racially motivated actions in and out of school. Our school will not tolerate racist behaviour of any kind. All of its members must take positive steps to address racism, prejudice and intolerance. A principal school aim is to help all pupils to do their best to be safe and to be happy.

Staff, pupils and their families must report racism immediately to the Deputy Head of Prep or Deputy Head (Pastoral) of Seniors or directly to the Head. Each case will be dealt with quickly and effectively. Staff and pupils who are racist will go through the relevant disciplinary procedure.

Language

We view linguistic diversity positively and are aware of the languages and dialects spoken by members of the school community. However, we also recognise that language used in school should be acceptable and understandable in the school community.

Staff must be conscious of any racist connotations in the language they use or in the resources they use and pupils, their families and staff must feel that their language and dialect is valued. They are therefore allowed and encouraged to use their home

language within school, whilst understanding that it must not be used to exclude others.

The Environment and Resources

We are committed to having a welcoming environment that is reflective of our multi-cultural society and the use of resources that are inclusive of a variety of different perspectives.

We will raise awareness of the unfairness and injustice of stereotyping through the planned curriculum, assemblies, resources and displays.

Resources that do demonstrate prejudice and discrimination may be used for discussion purposes and to raise awareness.

Staff Recruitment and Career Development

In order to understand the background and experience of ethnic minority pupils and to raise expectations of their potential, staff need to be aware of the historical and contemporary processes which have caused, and may continue to sustain, racism. Close liaison with families and the community is beneficial for all concerned and we will foster these links to support staff professional development.

We require all staff to promote racial equality in accordance with our policies.

We will promote staff recruitment practices and other actions designed to ensure that the school's staff is representative of the communities we serve.

Admission/Registration

The school does not permit race, colour or disability to be used as criteria for admission. Care must be taken in recording names accurately.

Pupils' names should be accurately recorded and correctly pronounced. Pupils should be encouraged to accept and respect names from all cultures.

Appendix 1

Priory School's Statement to Racism and Discrimination

Priory School condemns discrimination in all its forms and is committed to opposing institutional and systemic racism. We are a multicultural school actively celebrating diversity and equality within our community, educating our students in cultural, ethnic, and religious diversity and encouraging an empathetic and inclusive approach to sensitive subjects.

Based on Jesuit values, our school policies and systems work in strategic collaboration with families and community leaders to advocate the Christian values of respect and tolerance and to rigorously dismantle ideology that perpetuates inequities.

We are responsive to current media debates listening to the voices of our students and understanding the indispensable role of education in eradicating discriminatory thought and action. We provide a safe environment for students to express their thoughts and anxieties and platforms that foster solidarity and comradery across different cultural groups serving to break down divisive boundaries.

We take active steps to ensure that derogatory terminology is eradicated from our community with our curriculum incorporating a wide variety of topic areas relating to Black History where the plight and suffering of historical generations are actively

taught alongside a celebration of the achievements of minority groups and individuals. In History, our students study the abuses of slavery and the colonial empire alongside the study of inspirational individuals representing a range of ethnic and cultural groups. In English, our curriculum teaches literature from different countries, representing a range of historical attitudes as well as cultivating a creative and reflective response to cultural experiences through the analysis of historical and contemporary novels. In PSHEE, students are taught mutual respect through units that celebrate their individuality and that of others alongside lessons that focus on tolerance, equality, and anti-bullying. In RE, students experience the values and practices of other religions learning that they are often comparable to our own. We believe that students should be taught the abuses of historical eras to ensure such injustices are eliminated for future generations.

Our inclusive community is further promoted through our programme of inspirational speakers representing diversity in the local community, our gospel assemblies, our celebration of cultural events pertaining to different religions, and our focus on Black History in the month of October and beyond.

Our associated policies include: Safeguarding, Equal Opportunities, Positive Behaviour and Anti Bullying. These are available on our school website.

Reviewed and Revised by JC September 2020

Reviewed and Revised by JC September 2021

Monitoring and Review

The curriculum is constantly being reviewed to take account of educational initiatives and respond to the future priorities of the school.

This policy will be monitored by the Deputy Head of the Preparatory School and the Deputy Head (Pastoral) of Senior School, who will report to the Headmaster on its implementation on a regular basis.