

Racial Justic, Equality and Diversity (RJED) Policy



*"We learn, love and grow with God at
the centre."*

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Approved by: Governing Body

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Next review due by: November 2026

Reviewed by: RE Team and Governing Body

Vision and Values

At St. Joseph's, we believe that every person is created and loved by God. As a Passionist Catholic school, we are committed to nurturing respect, love, and equality for all, inspired by the charism of compassion, justice, presence, and hope. Our mission statement, ***"We learn, love and grow with God at the centre"***, reflects our identity and reminds us that every aspect of school life should promote fairness, dignity and inclusion.

We aim to:

- Value diversity by celebrating the unique gifts, cultures and backgrounds of all members of our school community.
- Challenge discrimination and injustice in all its forms, guided by Christ's teachings and Catholic Social Teaching (CST) principles.
- Foster an inclusive culture where every pupil, staff member and family feels respected, supported and empowered to flourish.
- Promote understanding and solidarity through prayer, reflection, curriculum learning and social action, nurturing both personal and communal growth.

Through these values, embedded in daily teaching, school celebrations, and classroom practice, we aim to create a community where racial justice, equality and diversity are lived and celebrated.

Foundations and Purpose

Jesus teaches us to love God and love our neighbour as ourselves (Matthew 22:37-39). This commandment underpins our RJED mission:

1. To recognise and value diversity in every aspect of school life.
2. To challenge prejudice, discrimination, and stereotyping wherever it occurs.
3. To develop inclusive practices that promote equality and social justice.

This policy focuses specifically on racial justice, equality and diversity, ensuring our school community is safe, inclusive and equitable for all.

Leadership and Management

- School leaders and governors are responsible for embedding racial justice, equality and diversity in policies, practices and daily operations.
 - The senior leadership team monitors progress through audits, surveys and pupil and staff feedback, ensuring accountability and continuous improvement.
 - Staff training and development are provided to equip all members of the school community with the knowledge and skills to identify, challenge and prevent racial injustice.
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Curriculum and Quality of Education

- Our curriculum celebrates diversity and inclusion, reflecting a broad range of cultures, histories and perspectives in all subjects, including Religious Education (RE), PSHE, English and the Humanities.
 - RE and CST principles provide opportunities for pupils to explore the themes of equality, human dignity, solidarity and justice.
 - Pupils engage in activities that foster empathy, respect and understanding of racial, cultural and social differences.
 - Anti-racism education and interfaith learning are embedded in lessons, assemblies and reflective worship.
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Mental Health and Wellbeing

- We ensure every child and staff member feels safe, respected and valued.
 - Pastoral care and support are tailored to recognise the diverse experiences of pupils and families.
 - Bullying, harassment or discrimination based on race, culture, religion, sexuality, gender or ethnicity is actively challenged and addressed in line with school behaviour policies.
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Supporting Personal Development

- Pupils are encouraged to take leadership roles, such as Pupil Chaplains or Eco-Warriors, to develop confidence, empathy and understanding of justice.
 - Reflection, prayer and liturgical participation provide opportunities to understand and practice equality, compassion and inclusion.
 - Social action initiatives, such as raising money for Fairtrade through 'Change for Change Day', highlight the importance of standing up for fairness and supporting marginalised communities.
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Parental Partnerships and the Wider Community

- We work closely with parents to promote racial equality and celebrate diversity through newsletters, school events and communal celebrations.
 - Community links, parish partnerships and diocesan events are used to foster understanding, respect and inclusion across wider networks.
 - Feedback from parents and the wider community helps guide the school's approach to RJED, ensuring it meets the needs of all stakeholders.
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Monitoring and Review

- The RJED policy is monitored regularly by the RE Team, senior leadership and governors to ensure it remains effective and relevant.
 - Its implementation is evaluated through pupil voice, staff feedback, parental surveys and observations of school life.
 - The policy is reviewed biennially or sooner if required by changes in practice, guidance or national policy.
 - Outcomes inform the school's broader mission to live out Catholic values of justice, love and compassion for all.
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Policy adopted: November 2024

Signed:

Review date: November 2026