

St Joseph's Primary School (Madden)



Community Relations, Equality and Diversity CREED Policy

Policy Review

Date Agreed: June 2018

Next Review Date: June 2021

Signed by Chair of Governors:

St Joseph's Primary School Community Relations, Equality and Diversity (CRED) Policy is set within the context of the School's values. The values St Joseph's Primary School s are based on a belief in the worth of each individual and on the importance of tolerance and understanding. The School welcomes pupils of all faiths and none.

MISSION STATEMENT

We the Governors and staff of St Joseph's Primary School believe the school to be a vital part of the Catholic Community. We are firmly committed to:

- The aims of Catholic Education
- Providing effective education for all our children
- Developing positive effective pastoral care systems in our school
- Establishing close links with the home, the parish and the wider community

St Joseph's Primary School seeks to establish an educational community, centred on Christ so that His values and gospel message pervade the whole life of the school.

SCHOOL VISION

Through our agreed vision, '**In Christ we Live, Love and Learn** we aim to ensure that our commitments are realised.

Our school vision is a central theme that is reflected throughout everything that makes our school. This includes relationships, curricular, extracurricular, policy and practice.

We have a common goal, in that we are preparing the children for the future and they are striving for the future. In addition everyone involved with the school, pupils, teachers, non-teaching staff and parents have a voice and everyone will be listened to.

AIMS OF THE SCHOOL

By working together in St Joseph's Primary School we aim:

- to reflect the religious ethos of our community and to foster the moral, spiritual and religious growth of our pupils, based on the teachings of the Catholic Church
- to provide a broad and balanced curricular programme, based on the Northern Ireland Common Curriculum , which gives all pupils the opportunity to develop academically, socially, emotionally, physically and practically to the best of each individual's potential
- to equip pupils with the knowledge, skills and concepts that are the tools of learning
- to provide opportunities for pupils to grow in self-confidence and independence so that they become responsible, caring and contributing members of their community
- to foster an environment in which this learning and development may take place
- to encourage high standards of discipline, behaviour and respect among pupils for clergy, parents, and other adults
- to develop appreciation of the pupils' own culture and respect for the values of others
- to encourage partnership and mutual support between home and school
- to create an atmosphere in which Primary Education is not seen solely as preparation for Secondary School, but rather that pupils will also enjoy Primary School as a rich and rewarding time in their lives
- to foster effective liaison with the Secondary Schools to which pupils transfer.

Department of Education policy and guidance provide the framework for the School's CRED Policy, which also links with the St Joseph's Primary School Pastoral Care, Anti-Bullying, Child Protection and Relationships and Sexuality Education Policies.

Context

It is recognised, and welcomed, that Northern Ireland is becoming an increasingly diverse society and that young people are interacting with others from many different religious, cultural and social backgrounds. Within School, both curricular and extracurricular activities give the opportunity for pupils to learn about others and to understand and respect difference, addressing the different aspects of Community Relations, Equality and Diversity.

The different aspects of CRED are defined by the Department of Education as follows:

Community Relations: to encourage greater cross-community contact and co-operation; to support, encourage and develop mutual understanding; and to promote recognition of and respect for cultural diversity.

Equality: the creation of an equal society, where everyone can participate and all have the opportunity to fulfil their potential.

Diversity: the recognition of individual as well as group differences, treating people as individuals and placing positive value on diversity in the community.

Aims

St Joseph's Primary School is a learning, faith community in which all students achieve their full potential in a compassionate, caring ethos. Our vision, values and mission statement embed the aims of the CRED policy.

By providing many opportunities in both formal and non-formal settings, inside and outside St Joseph's Primary School, we promote equality and strive to eliminate discrimination by educating young people to develop self-respect and respect for others.

As a school we contribute to improving relations between communities by providing our children with opportunities to build relationships with those of different backgrounds and traditions within the resources available.

Objectives

The key objectives are as follows:

To ensure that all our students, at each stage of their development, have an understanding of and respect for the rights, equality and diversity of all without discriminating

To educate our young people to live and participate in an ever changing world, so that they value and respect difference and engage positively with it, taking account of the on-going inter-community divisions arising from conflict and increasing diversity within our society.

To equip our young people with the skills, attitudes and behaviours needed to develop mutual understanding and recognition of, and respect for, difference.

Responsibilities

Members of the Board of Governors have an important role in promoting and encouraging the practical implementation of the CRED policy on a whole school basis.

All members of staff, teaching and non-teaching, have the responsibility to promote good community relations, equality of opportunity and a respect for diversity. The promotion of CRED involves all our stakeholders.

Implementation of CRED

We seek to implement a whole school approach whereby all staff and pupils are involved and aims to promote CRED through the following ways:

- i. Providing opportunities for learning about CRED through different areas of the curriculum, including our Personal Development and Mutual Understanding programmes and our Grow in Love Religious Programme
- ii. To promote equality of opportunity to all Section 75 groups:
- iii. Whole school Assemblies and other planned events including our newly formed link with Drumhillery PS through the Peace 4 initiative.
- iv. Healthy School initiatives
- v. Anti-Bullying Activities/Programmes
- vi. Involving pupils in activities through which they have the opportunity to link with pupils from other schools across different backgrounds and traditions;

- vii. Providing a broad range of extracurricular activities, visits and tours through which pupils have the opportunity to work with others and learn about different cultures and traditions
- viii. The School's active participation in the Armagh Area Learning Community and collaboration with schools across the community
- ix. Encouraging pupils to be active members of the school community through bodies such as the School Council and ECO Council.
- x. Working with staff from external agencies
- xi. Promoting staff development through staff training and support to enable members of staff to teach all aspects of CRED and to use different strategies in order to do so.

Monitoring and Evaluation

The implementation of the CRED Policy will be evaluated annually through the evaluation of the School Development Plan. Use will also be made of the Quality Indicators set down by the Department of Education and evidence will be gathered from a range of sources, including staff and pupil evaluations and questionnaires and examples of pupils' work.

Consultation with staff, pupils and parents will inform planning.

The CRED Policy will be kept under regular review.