



ST MARY'S SCHOOL HAMPSTEAD

Racial Justice, Equality and Diversity (RJED) POLICY

September 2025

Reviewed September 2025
Next Review Date: September 2026

MISSION STATEMENT

St Mary's School seeks to provide an outstanding education firmly founded on the Catholic Faith.

Spiritual and moral principles are nurtured in a way that is reflected in daily life.

Within a happy and caring environment and based on the recognition of the dignity, worth and wellbeing of each child, high standards are expected. Intellectual development is emphasised and fostered along with the pursuit of academic excellence.

St Mary's values the unique contribution of every child within the school community.

St Mary's is inclusive and welcomes girls from all communities and faith backgrounds, or none, and believes that all benefit from the school's values.

St Mary's aims to encourage an active partnership between home, school, parish and the wider community.

Racial Justice, Equality and Diversity Vision Statement

"By this everyone will know that you are my disciples, if you have love for one another." (Jn 13:35)

As Christ's disciples, our love for one another will ensure that all members of our community are held to be equal and are treated with dignity and respect. Through challenge and guidance for our schools, we will overcome bias and discrimination to create a more equal and inclusive society. We will offer support for those who have been ignored, oppressed, abused or persecuted due to their race, ethnicity, culture or background. Together we celebrate the diversity that enriches our community.

Policy Implementation and Review

The Headteacher, RJED Leader, Governing Body, and Leaders of Learning for Religious Education will review this policy annually to ensure its relevance and effectiveness.

Policy Distribution

This policy will be distributed to all Governing Body members and teaching and support staff. It will also be accessible to parents through the school's website.

Understanding Racial Justice, Equality, and Diversity

Guided by Catholic Church teachings, we recognise the intrinsic dignity of every person as a reflection of God's love, irrespective of race, ethnicity, or cultural background. We honour the diversity within our school community, acknowledging that our differences enhance our shared experiences. Committed to social justice, we strive to confront and dismantle systemic inequalities, nurturing a learning environment centred on fairness and equity.

Objectives

- **Inclusive Curriculum:** We aim to establish a curriculum that reflects the diversity of the world, allowing students to learn about various cultures, histories, and perspectives, and fostering a sense of belonging for all.
- **Cultural Awareness:** Staff receive ongoing training to strengthen cultural awareness, equipping them to create a supportive, respectful environment that values each child's cultural background.
- **Equal Opportunities:** St Mary's, Hampstead is dedicated to offering equal opportunities across academic, social, and extracurricular activities, ensuring every student can thrive, regardless of racial or ethnic background.

Policy Execution

School's Role

- Emphasise Catholic Social Teaching (CST) principles, such as human dignity, solidarity, and the common good, as a basis for conversations on racial justice.
- Relate teachings to real-world issues, including racial inequality, to enhance students' understanding of justice and compassion.
- Incorporate stories, individuals, and examples from diverse racial and ethnic backgrounds into religious education materials.
- Highlight contributions from various cultures to Catholic Church history.

- Integrate cultural diversity into liturgical celebrations by including music, prayers, and traditions from different backgrounds.
- Use liturgical events to foster unity and an appreciation of diversity within the Catholic faith community.
- Promote respectful dialogue about different faiths and cultural practices, creating an environment of understanding and respect. Celebrating Inter-Faith Week and the Week of Prayer for Christian Unity in school.
- Organise events to encourage interfaith cooperation and mutual respect.
- Engage students in service projects focused on social justice, including issues of racial inequality, in alignment with Catholic teachings on charity and justice.
- Ensure pastoral care programs are inclusive and responsive to the unique needs of students from varied racial backgrounds.
- Create a welcoming environment where all students feel valued and understood.
- Include reflective and spiritual activities that encourage students to contemplate justice, equity, and compassion.
- Use prayers and reflections to foster empathy and understanding.

Staff Training

- Provide ongoing professional development to keep staff informed of best practices in racial justice, equality, and diversity.
- Incorporate discussions on racial justice within the context of Catholic teachings and values.
- Offer training for Governors and staff to increase cultural competence and sensitivity.

Family Engagement and Education

- Engage parents in discussions on racial justice within a Catholic framework and provide resources to support these teachings at home.

Outcomes

Through these initiatives, St Mary's, Hampstead seeks to establish an environment that reflects Catholic teachings while actively promoting racial justice, inclusivity, and equality. This approach aims to nurture students who are knowledgeable about their faith and compassionate advocates for justice and unity.

This Racial Justice, Equality, and Diversity Policy reaffirms our commitment to fostering an inclusive, supportive environment guided by Catholic values, where each child is respected and celebrated for their unique contributions to our school community.

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Charlotte Owen
Headmistress