



Intent, Implementation and Impact

Intent

Vision and Aims

- To cultivate a school environment that celebrates diversity, promotes racial equality, and fosters strong relationships among all members of the school community.
- To empower students to understand and challenge racial discrimination, ensuring they develop a strong sense of identity and belonging.
- To create a curriculum that reflects the rich cultural backgrounds of our students, enabling them to see themselves represented in their learning.

Knowledge and Skills Focus

- Understanding the historical context of racial issues and the importance of racial justice.
- Developing critical thinking skills to analyse and challenge stereotypes and biases.
- Fostering empathy and respect for diverse cultures through literature, art, and community engagement.
- Building communication skills to discuss and advocate for racial equality and justice.
- Knowledge of Catholic Social Teaching principles, particularly Community and Participation, Dignity of the Human Person, and Dignity of Workers, integrated across subjects to reinforce moral foundations.

Inclusion and Accessibility

- Our curriculum is designed to be inclusive, ensuring all students, including those with SEND and disadvantaged backgrounds, have access to high-quality learning experiences.
- Adaptations will be made to resources and teaching methods to maintain high expectations for all learners.



Key Priorities

- Systematically establish and evaluate racial equality practices across all areas of school life.
- Ensure that all students feel represented and valued within the school environment and curriculum.
- Promoting racial equality through curriculum content that reflects the diversity of our school community and encourages positive race relations.
- Establishing a Racial Justice, Equality, and Diversity working party to continuously monitor and evaluate practices across the school. Tackling and preventing racial discrimination by embedding anti-racist education throughout the curriculum and school culture.

Implementation

Teaching Approaches

- Use of culturally responsive teaching methods that reflect the diverse backgrounds of students.
- Collaborative learning experiences that encourage dialogue and peer support.
- Integration of community voices and perspectives into lessons to enhance relevance and engagement.

Curriculum Delivery

- Aim for RJED themes and principles to weave throughout all subjects, ensuring a cohesive learning experience.
- Regular community events and workshops that celebrate diversity and foster understanding among students and families.

Resources and Staff Development

- Access to diverse literature, multimedia resources, and guest speakers from various cultural backgrounds.
- Ongoing professional development for staff on RJED principles and practices to ensure effective implementation.

Supporting All Learners

- Differentiated instruction tailored to meet the diverse needs of students, including those with English as an additional language.
- Regular feedback and support for students to encourage their engagement and understanding of RJED topics.



Impact

Knowledge and Skills Evaluation

- Evaluation of students' understanding of racial justice concepts through discussions, projects, and assessments. Linked to pupil voice following events/celebrations/assemblies.
- Monitoring of student engagement and participation in RJED-related activities and discussions.
- Feedback from students and parents regarding the effectiveness of the RJED curriculum in promoting understanding and respect.

Wider Impact Indicators

- Increased student participation in community events and initiatives related to racial equality and diversity.
- Inclusive school culture and relationships among students of different backgrounds.