



## **St Edmund's Catholic Primary School**

### **Racial Justice, Equality and Diversity (RJED) Policy**

**2025/26**

#### **SCHOOL MISSION STATEMENT**

**...through Christ we learn...**

**St Edmund's Catholic Primary School**

This policy was originally drafted by the by the Head of School.

- Approved by Governing Body on the 15<sup>th</sup> September 2025
- Next full review due 15<sup>th</sup> September 2026.

## 1. Mission & Theological Rationale

*“There is neither Jew nor Greek, there is neither slave nor free, there is no male and female, for you are all one in Christ Jesus.” — Galatians 3:28*

*“By this everyone will know that you are my disciples, if you have love for one another.” — John 13:35*

St Edmund’s is a Christ-centred community where the dignity of every person is cherished.

Our mission statement, **“Through Christ, We Learn,”** calls us to live out the Gospel imperative of justice, inclusion, and love.

Rooted in **Catholic Social Teaching (CST)**—especially the principles of *Human Dignity*, *Solidarity*, and the *Common Good*—we are committed to building a school community where all are welcomed, valued, and empowered to flourish.

RJED is not a stand-alone initiative; it is woven through our **curriculum, worship, pupil leadership, charitable action, and community life**. Through this, we form children who recognise their God-given worth, love others as Christ loves, and become agents of transformation.

## 2. Legal & Diocesan Framework

This policy aligns with:

- **Equality Act 2010** & Public Sector Equality Duty (PSED)
- **DfE RSE statutory guidance** (2019)
- **Diocese of Westminster RJED Strategy**
- **Religious Education Directory (2023)** – *To Know You More Clearly*
- **Section 48 Inspection Framework** (Catholic Life, RE, Collective Worship)

As a Catholic school, we go beyond compliance to offer prophetic witness to justice and unity.

## 3. Strategic Integration & Rationale

At St Edmund’s, RJED, Interfaith dialogue, CST, and RSE (Ten Ten) are treated as **one living formation journey**. We deliberately align:

- Curriculum themes
- Worship and feast days
- Themed weeks & assemblies
- Saints & charitable actions
- Interfaith visits and dialogue

This alignment is captured in our **Master Alignment Matrix** (Appendix A), ensuring that what is taught in lessons is reinforced in worship, celebrated in community, and lived through action.

## 4. School Context & Vision

St Edmund's is a one-form entry Catholic primary school in Tower Hamlets serving a richly diverse community of 205 pupils:

- 68 % baptised Catholic, 32 % other faiths/no faith
- 38 % EAL
- 14 % FSM, 11 % disadvantaged, 15 % SEND

We work closely with **St Edmund's Parish** (Fr Christopher Silva) and families to nurture a community where diversity is celebrated as a gift. Pupil leadership (Peace & Justice Leaders, Eco Team, Prayer Leaders, Ambassadors) drives RJED actions and CST missions.

## 5. Implementation

### a) Curriculum

- RJED is embedded in curriculum planning, English texts, PSHE, and RE.
- Ten Ten *Life to the Full* themes underpin RSE, PSHE, and personal development.
- Black History focus weeks, **Show Racism the Red Card** assemblies, and diverse literature (*Astro Girl*, *Coming to England*, Grace Nichols poetry) support exploration of identity and justice.

### b) Worship & Catholic Life

- Assemblies and liturgies intentionally reflect RJED and CST themes (e.g. SRtRC, Interfaith Week, Anti-Bullying, Laudato Si’).
- **Interfaith Week (10–14 Nov)** is paired with Anti-Bullying Week to unite dialogue and action.
- Masses, feast days, and seasonal liturgies celebrate unity in diversity.

#### c) Pupil Leadership & Voice

- Leadership groups model inclusion and justice.
- Pupils create anti-racism pledges, engage in debates, drama, and lead assemblies.
- Interfaith visits (synagogue, mosque, gurdwara, mandir, etc.) nurture respectful dialogue.

#### d) Charitable Action

- Faith in Action projects support CAFOD, Caritas, Children in Need, YoungMinds, Guide Dogs, Greenpeace and more.
- Saints’ feast days inspire service projects (e.g. St Francis – creation care; St Martin de Porres – inclusion).

## 6. Monitoring & Evaluation

RJED implementation is monitored through:

- Leadership learning walks, book looks, pupil voice
- RJED action plans & governor visits
- Catholic Self-Evaluation (CSED) and diocesan returns
- Annual review of the Master Alignment Matrix

RJED is a standing item in Catholic Life leadership and governor monitoring.

## 7. Related Documents & Links

**Table 1 – Strategic Documents**

Document	Description / Purpose
Master Alignment Matrix 2025–26	Strategic overview linking Ten Ten RSE, RJED, Interfaith, CST, assemblies, saints, and charities
Catholic Life Calendar 2025–26	Whole-school Catholic Life & Worship events across the liturgical year
RSE Policy 2025–26	Statutory RSE & Ten Ten curriculum policy aligned with RJED
Collective Worship Policy	Worship, assemblies, feast days & pupil leadership
Interfaith Engagement Plan	Schedule of Interfaith Week, visits, assemblies, dialogue
Faith in Action Plan	Charitable projects, class saints, CST themes & leadership
Catholic Self-Evaluation Document	Evaluation of Catholic Life, RE and Worship

**Table 2 – Charities & Faith Partnerships**

Charity / Organisation	Focus	Website / Evidence Link
CAFOD	Global justice, Lent & Harvest appeals	<a href="https://cafod.org.uk">https://cafod.org.uk</a>
Caritas Westminster	Local charity, foodbank, social action	<a href="https://www.caritaswestminster.org.uk">https://www.caritaswestminster.org.uk</a>
Children in Need	National fundraising, pupil participation	<a href="https://www.bbcchildreninneed.co.uk">https://www.bbcchildreninneed.co.uk</a>
YoungMinds	Mental health and wellbeing	<a href="https://www.youngminds.org.uk">https://www.youngminds.org.uk</a>
Guide Dogs	Inclusion, service, fundraising	<a href="https://www.guidedogs.org.uk">https://www.guidedogs.org.uk</a>
Greenpeace / WWF	Creation care, CST stewardship	<a href="https://www.greenpeace.org.uk">https://www.greenpeace.org.uk</a> / <a href="https://www.wwf.org.uk">https://www.wwf.org.uk</a>
Parish of St Edmund, Millwall	Liturgical life, parish partnership	[Insert parish website]

**Table 3 – Saints & Feast Days (Examples)**

<b>Saint / Feast</b>	<b>Theme / RJED &amp; CST Link</b>	<b>Assembly / Curriculum Connection</b>
<b>St Martin de Porres (Nov)</b>	Inclusion, dignity, racial justice	Black History focus & RJED assemblies
<b>St Francis of Assisi (Oct)</b>	Peace, creation care, simplicity	Laudato Si' focus, eco actions
<b>St Joseph (Mar)</b>	Family, vocation, service	RSE & CST spring focus, Lent projects
<b>Mary, Mother of the Church (May)</b>	Devotion, intercession	Marian devotions & assemblies
<b>Saints Peter &amp; Paul (June)</b>	Mission, unity	End of year celebration, pupil leadership

**Table 4 – Interfaith & CST References**

<b>Reference</b>	<b>Focus</b>	<b>Usage</b>
<b>Nostra Aetate</b>	Catholic Church teaching on Interfaith dialogue	Interfaith Week, RE, worship
<b>CST Themes</b>	Human Dignity, Solidarity, Common Good, Stewardship	Curriculum & charitable actions
<b>Interfaith Visits</b>	Synagogue, Mosque, Gurdwara, Mandir, Faiths Forum	Assemblies, RSE links, dialogue
<b>Laudato Si'</b>	Care for Creation	Eco-week, CST teaching, assemblies

## 8. Appendix A — Master Alignment Matrix 2025–26

### Master Alignment Matrix 2025 – 2026

*Ten Ten RSE • RJED • Interfaith • Catholic Social Teaching • Assemblies • Charities • Saints • Evidence*

#### Rationale

At St Edmund’s we treat RJED, Interfaith, Catholic Social Teaching (CST) and RSE as **one formation journey**. Ten Ten themes run through our curriculum, assemblies, worship, visits, and charity actions so pupils repeatedly **see–pray–learn–act**. This alignment strengthens Catholic identity, builds theological literacy, and makes impact easy to evidence across Section 48, RJED monitoring, and governor oversight.

#### Whole-School Alignment (overview)

Term / Dates	Ten Ten Theme	RSE Focus	RJED & Themed Events	✿ CST Theme & Link (Revised)	Interfaith Links	Assemblies & Worship	Charities / Saints	Evidence
<b>Autumn 1 (Sept – Oct)</b>	Created and Loved by God	Human dignity, uniqueness, self-worth	☐ Black History Focus (class work & assembly) ☐ Show Racism the Red Card Assembly (Oct)	<b>Care of Creation</b> → <b>Laudato Si’</b> / <b>CAFOD</b> CST Stewardship, ecology, God’s creation	Begin interfaith awareness & dialogue in RE (Judaism for Y2)	“We are all God’s children” “Celebrating difference”	† St Martin de Porres ☘ CAFOD Harvest	Photos of displays, lesson plans, pupil reflections
<b>Autumn 2 (Nov – Dec)</b>	Created to Love Others	Friendship, respect, standing up for others; reconciliation	☾ Interfaith Week (10–14 Nov) ☐ Anti-Bullying Week (Odd Socks Day & assembly)	<b>Preferential Option for the Poor</b> → <b>Caritas</b> / <b>Advent Giving</b>	Interfaith visitors, synagogue/mosque visits (Y1–Y3)	“One Family, Many Faiths” “Stand Up, Speak Out, Be Kind”	† St Francis of Assisi ☐ YoungMinds ☐ Children in Need	Pupil pledges, interfaith floor books, assembly photos

<b>Spring 1 (Jan – Feb)</b>	Created to Love Others (cont.)	Forgiveness, empathy, healthy boundaries; wellbeing	✿ Week of Prayer for Christian Unity ☐ Wellbeing / Hello Yellow focus	<b>Solidarity and Peace → CAFOD CST / Unity &amp; Reconciliation</b>	Chinese New Year (Reception), continued interfaith visits	“Healing and forgiving” “God’s peace in our hearts”	† St Joseph ☐ Guide Dogs	Class liturgies, PSHE reflections, pupil voice
<b>Spring 2 (Mar – Apr)</b>	Created to Live in Community	Stewardship, vocation, service, Lent	† Lent CAFOD Appeal ☞ Peace & Justice Assemblies ✿ Stations of the Cross	<b>Community and Participation → Lent, service, pupil leadership</b>	Y4 Sikh Gurdwara visit, Y5 Buddhism workshop	“Walking with Jesus in Lent” “Called to Serve”	† St Joseph ☞ CAFOD Big Lent Walk	Lent journals, charity totals, governor visit notes
<b>Summer 1 (Apr – May)</b>	Created to Live in Community (cont.)	Global community, responsibility, creation care	🌍 Laudato Si’ Week / Eco-Week ✿ May Devotions	<b>Dignity of Workers → St Joseph, vocation, responsibility</b>	Y5 Buddhism reflection; continued interfaith links	“The Earth is our home” “Called to care”	† Mary, Mother of the Church ✿ Greenpeace / WWF	Eco-team projects, RE books, Laudato Si’ assemblies
<b>Summer 2 (Jun – Jul)</b>	Consolidation & Celebration	Vocation in action, gratitude, unity	🌐 International Day ☞ End-of-Year Worship & Leavers’ Mass † Saints Peter & Paul	<b>Dignity → Human dignity as culmination of the year</b>	Y6 Faiths Forum workshop & interfaith dialogue	“Many cultures, one family of God” “Go out and shine”	† St Peter & St Paul Community fundraising	Event photos, parental engagement logs, pupil reflections



Notes: Interfaith Week (10–14 Nov) is deliberately paired with Anti-Bullying Week to unify **dialogue + action**; Show Racism the Red Card and Anti-Bullying frameworks drive classroom work and post-event assemblies. (Your detailed SRTRC and Anti-Bullying assembly plans slot into these weeks seamlessly.)

### Interfaith Visits & Linked Assemblies (by year group)

Term	Year Group	Focused Visit / Experience	Linked Assembly (post-visit)
Spring 1	Reception	Celebrate <b>Chinese New Year</b> (local visit or in-school workshop)	Whole-school assembly on Chinese New Year traditions
Autumn 1	Year 2	Visit to <b>Synagogue</b> – Shabbat, Torah, festivals	Assembly on Judaism: community, prayer, festivals
Autumn 2	Year 1	Visit to <b>Mosque</b> – Qur’an, prayer, Ramadan	Assembly on Islam: prayer and fasting
Spring 1	Year 3	Visit to <b>Hindu Temple (Mandir)</b> – puja, gods, stories	Assembly on Hindu worship and symbols
Spring 2	Year 4	Visit to <b>Sikh Gurdwara</b> – Guru Nanak, sewa, langar	Assembly on Sikh service and equality
Summer 1	Year 5	<b>Buddhism</b> workshop in school – symbols, meditation, Buddha’s story	Assembly on Buddhism: peace and mindfulness
Summer 2	Year 6	<b>Interfaith / Faiths Forum</b> workshop – dialogue, unity, Christianity in the wider world	Assembly on Interfaith dialogue and unity

*(These visits feed directly into Ten Ten’s “Created to Live in Community” and “Created to Love Others,” and strengthen RJED aims through lived experience and respectful dialogue.)*

### Charities, Saints & Leadership We Embed Across the Year

- **Charities / Actions:** CAFOD (Harvest & Lent), Children in Need, YoungMinds, Guide Dogs, Greenpeace/WWF, local parish foodbank/Caritas.
- **Class / School Saints** (examples to highlight in relevant months): St Martin de Porres (inclusion), St Francis (peace & creation), St Joseph (work & family), Mary, Saints Peter & Paul.
- **Pupil Leadership:** Peace & Justice Leaders, Prayer & Liturgy Leaders, Eco Team, SEND Ambassadors, Digital Leaders — used to drive CST action, assemblies and class missions.

