



ANTI-RACISM STATEMENT

At Polwhele House we believe that all forms of discrimination must be actively challenged by everyone in our school community and we strive to be pro-active in implementing the Race Amendment Act 2000 and the Equality Act 2010.

We recognise that racism can be subtle and unconscious. To truly tackle racism, we must scrutinise our environment, listen to others, recognise our privileges and commit to genuine change and equality. We commit to approaching this with humility, respect and action.

We understand that we must never be complacent but continually drive progress, empathy and an appreciation for diversity in our commitment to being an anti-discriminatory school. We are fully committed to creating an equitable environment, where all cultures and identities are recognised and feel empowered to explore and express what matters to them.

We will:

- Ensure that we reflect the diversity of all our pupils and staff and learn from each other
- Ensure that our staff feel confident that their duty to safeguard the children in our care comes above any other need with wellbeing at the centre of our work
- Review and improve our HR processes to ensure equity across our recruitment and progression opportunities.
- Model change and drive progress through the inclusion of an EDI Lead on our Senior Management Team
- Diversify and decolonise our curriculum through academic professional development and continue to build on the values of identity, belonging, respect and diversity. We believe that the learning experiences that we give our children give them opportunities to think critically about their role in society and how they can contribute to making it a better place as global citizens.
- Embed anti-racism, unconscious bias and cultural appropriation training within our staff to challenge assumptions, stereotypes and unknown prejudices
- Improve our classroom culture so that our learning environments are equitable spaces for all students to learn about race and culture
- Strive towards greater diversity within our staff at all levels and within our school body. We recognise that there is work to do to increase representation and progression opportunities across our board, committees and within our staff profile
- Seek to actively engage our parents and carers in our anti-racist approach, through listening and valuing their insight into how our school can promote racial-literacy and anti-racism as well as sharing our ethos and celebrating the achievements of all our pupils and families.

January 2024