



Saint Ambrose College

Anti-Racism Policy

Written	To be reviewed
January 2025	January 2027

“We are all one in Christ Jesus” (Galatians 3.28)

Vision

Everyone at St Ambrose College thrives and achieves regardless of their personal characteristics. We ensure that all we do is rooted in the Mission Statement and the Eight Essentials. Following the teachings of Christ, we accept all are equal and have been born in Christ's image, we celebrate diversity and look for ways to include all. We are not afraid to tackle difficult issues and have clear structures and a curriculum in place which is focused on compassion, understanding, tolerance and empowerment. Through this policy and subsequent work, we will ensure that all staff, students and stakeholders can work in partnership to celebrate the talents and individuality of all in our community. This will in turn ensure that all of students truly grow and develop in to resilient Ambrosians, who are equipped to lead and make a positive impact in the modern world, so all people can feel self-worth.

St Ambrose College Anti-Racism Statement

“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*)

St Ambrose College is an anti-racist school and community where racism in all its form will **not be tolerated**. All within our community should be safe and free from any form of racism and racial injustice. As a community we believe all are created equal in God's image irrespective of ethnicity or heritage.

As a diverse community we welcome the diversity of different cultures and dialects and people of different backgrounds. We encourage all within our community to be proud of and celebrate their heritage.

As a College we will:

Ensure all new staff and trainees receive anti-racism training as part of their induction.

Ensure that Equality CPD takes place at least annually for all staff.

Ensure that all forms of racism and abuse related to a person's protected characteristics are taken seriously, dealt with and sanctioned appropriately with restorative practice taking place.

Ensure matters relating to anti-racism and equality stay on the School Improvement Plan as a whole school priority.

Staff should:

Be aware of the curriculums they teach ensuring stereotyped attitudes do not perpetuate racism. Where stereotyping does exist, this should be challenged positively.

Ensure the curriculum and teaching resources are reviewed regularly to promote diversity and proportionate representation of our school community and the country as a whole.

Ensure the curriculum and teaching resources should promote anti-racism and equality in a seamless way avoiding tokenistic gestures to promote equality, inclusion and diversity.

Ensure all within the St Ambrose College community uphold the British values of mutual respect and tolerance (**Learning Expectation 5 – Kind, polite and respectful**).

Report all forms of racism following the College's procedures as stated in the Behaviour Policy.

Reporting racist incidents:

Staff should log racist incidents in SIMS and CPOMS and speak a member of the SLT designated safeguarding team.

Investigating staff will take written statements from witnesses.

All staff and students should be made to feel safe, secure and supported to report racism.

Those involved in racism will be given support to change their behaviour.

Restorative practise will take place been the victim and their abuser if the victim so wishes.

1. Introduction

This Anti-Racism Policy is in support of the college's Equality Policy and attempts to explain in more detail St Ambrose College's commitment to anti-racism.

Legislative context

This policy has been developed in response to the Equality Act 2010 and represents a commitment to a common set of values and objectives, and to a consistent approach to communicating, implementing and monitoring the policy. It has also been written as a direct response from college leaders and staff to ensure that the school truly lives out its mission statement and challenges any belief or action that threatens it.

There is also a legal requirement to "eliminate unlawful racial discrimination and promote equality of opportunity and good relations between people of different racial groups" (Section 71, Race Relations Act 1976).

Three main aims to help us at St Ambrose achieve the Equality duty:

- Eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct.
- Advance equality of opportunity between those who have a **protected characteristic** and those who do not.
- Foster good relations between those who share a **protected characteristic** and those who do not.

2. General principles

Staff and Governors will:

- Protect all in the community and ensure that all are accepted and valued.
- Actively promote anti-racism in all areas of College life and challenge obstacles to this.
- Ensure all understand the Christian message of love and acceptance and live it out everyday.
- To ensure that racism, prejudice or discrimination in all its forms is actively rejected.

- Ensure that all staff and students are aware of anti-racism issues for all members of the College community and establish links with the local community for long term change.
- Make no apology, that as a Catholic school, we will always look for ways to celebrate diversity and inclusion and will not tolerate or accept any person or people who actively undermine or challenge the belief that we are all created in the image of God and are loved by God.

3. **Policy Commitments**

a) **Curriculum**

We aim to provide all our students with the opportunity to succeed. To achieve this, we will ensure that:

- Curriculum planning reflects a commitment to anti-racism, equality, inclusion and diversity
- The curriculum prepares students for life in a diverse society and uses opportunities to reflect the background and experience of students and their families in the College it is a curriculum which allows students to take risks, to ask questions and have conversations to inform;
- Opportunities in the curriculum will be taken to explore concepts and issues related to identity and equality;
- Attitudes and values that celebrate and respect diversity and challenge discriminatory behaviour and language are promoted always and systems will be in place to recognise positive actions as this is a core value as Ambrosians;
- Time will be taken to ensure that images, materials, resources used in the delivery of the curriculum positively reflect a range of cultures, identities and lifestyles.
- Staff will be given CPD, support and understanding so they can be effective teachers and bring the curriculum to life.

b) **School ethos and culture**

We aim to achieve an ethos of inclusion, openness and tolerance which welcomes everyone to the College and encourages mutual respect and is rooted in our mission statement;

- Students' views are actively encouraged and respected. Students are given opportunities to voice their feelings and thoughts through a variety of forums e.g. the School Council, House system and are given a wide range of leadership opportunities.
- Student
- Positive role models are used throughout the College to ensure that different groups of students feel welcomed and included.

c) **Partnerships with parents and the wider community**

The College aims to work in partnership with parents. We will:

- Encourage all parents and carers to participate in the life St Ambrose College;
- Maintain good channels of communication, ensuring parents' views are captured to inform practice.
- Support parents and carers to deal with racism that happens within the community

4. **Roles and responsibilities**

The *Principal and Senior Leadership Team* will:

- oversee the effective implementation of the policy,
- ensure staff have access to training which helps to implement the policy,

- report to the Governing Body annually on the effectiveness of this policy,
- keep up to date with any governmental developments that would impact the policy or actions arising from it,
- ensure opportunities are in place for student voice and reflection and learning on issues surrounding equality.

The *Governing Body* will:

- support the Principal and the Senior Leadership Team in implementing the policy.
- evaluate and review the policy every two years.

Students will:

- actively be involved in the further development of the policy and objectives,
- be encouraged to support the policy and expected to act in accordance with it,
- feedback regularly on the effectiveness of the policy and inform next steps,
- inform the college staff of any issues that arise that needs action to safeguard all.

Parents will:

- be encouraged to actively support the policy,
- ask for support from the college if they need any guidance,
- inform of any incident related to this policy which could directly affect their child.

College staff will:

- be made fully aware of the Anti-Racism Policy and how it relates to them,
- be encouraged to actively support the policy and expected to act in accordance with it,
- be encouraged to make known any queries or training requirements,
- report any issues to the Senior Leadership Team,
- ensure that all staff and students take the policy and its work seriously and challenges any negative and potentially harmful views.

5. **Monitoring and evaluation**

The implementation of this policy will be monitored and evaluated by the Students, Staff and the Governors. The policy will be reviewed every two years.

Adopted by the Governing Body:

Reviewed by Student, Staff and Community Committee

Approved by the Principal