

# Our Commitment to Anti-Racism

As a school that is founded upon the Christian faith, we seek to glorify God through having an ethos rooted in love and inclusion. There are many ethnic groups, but only one human race. We see it as a core part of our duty to encourage students to live together in a spirit of respect, tolerance and cooperation.

At St Saviour's and St Olave's we are fully committed to becoming an anti-racist school. We believe that:

- it is our moral duty to provide an education which equips students with the skills, knowledge and attitudes to champion what is right and challenge racial prejudice and injustice
- we are in a unique position to promote race equality and fully comply with the requirements of the Equalities Act 2010
- the particular demographics of our school demands the highest levels of work around addressing racism.

We want our school to be the best it can possibly be around racial justice. We want to be an employer of choice for staff from culturally-diverse backgrounds, a place where all policies and practices address issues of race and a place where students from all racial backgrounds can celebrate and embrace racial and ethnic differences. We want all of our staff to be confident and capable in their ability to discuss and address issues around race and racism.

## St. Saviour's & St. Olave's Ten Anti-Racist Principles

As an anti-racist school, we will ensure that:

1. racism is viewed as being structural, institutional, systematic and personal as we commit to tackling racism within and outside the context of our school
2. robust policies and practices that prevent and deal with racism in all areas are in place, including recruitment, setting and bullying
3. issues related to race and racism are tackled by engaging in 'difficult' conversations and discussion
4. racial literacy is developed to empower all members of our school community
5. training is provided so that all staff can recognise, avoid and challenge racially based microaggressions and or unconscious bias
6. the curriculum is decolonised and diversified
7. all students are equipped to engage with the work we are doing around anti-racism
8. parents are engaged to ensure that their voice is present in our work around race and racism
9. racial justice, racial equality and equity at a whole school level is promoted via assemblies and other channels of communication
10. the diversity of our community is celebrated continuously and with an annual event.