



ANTI-RACIST STATEMENT

BRAMHALL HIGH SCHOOL

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ANTI-RACIST STATEMENT OF INTENT

Bramhall High School's values: Respect, Resilience, Excellence symbolise our inclusive ethos. Our ethos demands we do better and do more to break the cycle of racial prejudice and institutional inequality which is endemic in our society. We know we have an important part to play in dismantling the systems that create and sustain discrimination wherever they exist within school and wider society.

In who we are, and in what we do, we seek to be inclusive of all – people of all faiths (and no faith), disabilities, class, economic means, ethnicity, gender or sexual orientation.

Our vision and our responsibility, therefore, is not simply to be non-racist, but to become actively and visibly anti-racist. We must work against the multidimensional injustices of racism, promote values of equality, equity, and social justice, challenge the power of oppression, provide equitable opportunities for all people on an individual and systemic level, and make sure that any marginalised groups have representation and are able to influence decision-making through everything that we do.

OUR PLAN OF ACTION

We recognise words are not enough on their own and actions speak louder than words. We acknowledge where we need to make changes – the need to listen to, hear and value all voices within our school; the need to remove any overt and subtle systems that reduce opportunity or act as barriers to achievement, leadership, or service; and the need to ensure we are a school that is continually learning how to become ever more inclusive. We therefore commit to taking action in the following areas (this is not an exhaustive list and simply represents the main areas of focus as we work towards becoming a truly anti-racist organisation).

LISTENING

We will build systems to ensure that all voices are listened to and heard, and that we can engage in respectful, open, and honest dialogue together. In particular we will develop rich opportunities for pupil voice and activism. We will develop approaches that increase diversity and representation at all levels and particularly in decision making spaces. We will actively create opportunities for overlapping forms of inclusion (e.g. anti-racism, anti-homophobia, gender equality) to be better understood and integrated.

CULTURE AND LEARNING

We will learn together about identity, inclusion, bias, racism and becoming anti-oppressive. In particular, we will educate and equip people across our school to understand our core story of inclusion and justice and to change culture by putting this story into practice. We will embed development opportunities that promote understanding of identity, cultural competence, constructive dialogue, and anti-oppressive practice. We will encourage all those at Bramhall to take individual responsibility for their actions and learning, as well as committing to make change together.

REPRESENTATION

We will learn together and reflect on the context of the communities we work within and alongside, ensuring that we become reflective of the people and communities that we serve. We also recognise the critical importance of diversity, and we will look to go further than representation, ensuring that everyone has opportunity to participate and lead in any context. Diversity and celebrating difference will be a core element of our understanding and work. We will collect data about the makeup of our pupils, the communities we serve and our staff, to understand whether we are representative and if not, why not. We have established a *One Bramhall* Equality, Diversity, and Inclusion Forum to shape our overall approach and to hold us accountable.

LANGUAGE AND COMMUNICATION

We will seek to use language well, recognising that it can be divisive and offensive when used without thought and care. Because of our ethos that prioritises identity and belonging, we will always look to engage with people as people, rather than labelling or categorising. We will make every effort to use clear and active language to describe the changes that we wish to see in terms of racial justice. We will also review our publications, storytelling and fundraising to ensure we are not stereotyping or removing dignity and agency from people.

EMPLOYMENT

We will review and where necessary change our internal practices and procedures to ensure we are consistent, fair, and open at all stages of people's employment with us. In particular we will consider where and how we advertise jobs, how we recruit to posts, and how we create opportunity for progression and pathways to leadership.

CURRICULUM/LEARNING

We recognise the critical responsibility we have to the children we serve. We will continue to proactively build a school experience and curriculum/support programmes that support all children to become people of good character who are active and inclusive. We will also review and where necessary change our curriculum and skills programmes to ensure they are infused with the Bramhall ethos and are balanced, representative, honest and reflective. In addition, we will ensure we are not creating or sustaining a culture that stems from colonialism or systems of oppression. We will build on our unique and inclusive Personal Development programme, which incorporates the innovative anti-racist curriculum design, implementation, and training that takes place through collaboration with the Local Authority's Diversity Service.

POLICY AND PRACTICE

We will review our policy and procedures, ensuring that they always operate through a culture of inclusion, equity, anti-oppressive practice, and anti-racism, dismantling any overt, inadvertent or subtle systems that create or sustain discrimination.

ACCOUNTABILITY

On an annual basis, we will review and measure our progress against these commitments. We will do this through the learning and accountability structure already developed in school, as well as pupil and parent/carers voice.