



# Anti Racist Statement

## Grays Convent High School



### Introduction

At Grays Convent High School we are committed to changing the lives of all our pupils for the better. Our School mission statement states *'At Grays Convent we recognise the value of each individual as a gift from God to the world, our ethos is one of unity, prayer, worship, service and work.'* We work hard to ensure that our school is a caring and accepting place to learn and we recognise that we need to do more to address the deep rooted racism in our society which has affected so many for too long.

Racism is ethically and morally wrong. It is against the law in this country and the rules of our school community. Sadly, racism is present in our society and the wider world. We may not all see it but it exists. We must also acknowledge that there will be some aspects of racism that only people from certain groups and communities will understand. Racism will not be tolerated at Grays Convent.

We are on a journey to become an anti-racist school for the benefit of every member of our diverse community. Our school must be a place where difficult and uncomfortable truths are addressed to support everyone. Education plays a critical role in challenging injustice and discrimination of all kinds, and we must ensure that we are supporting our pupils through our curriculum and by building and developing the skills and knowledge to question racism wherever they encounter it. We also recognise that this statement of intent must be matched by action.

Challenging racism and other forms of systematic inequality cannot be the responsibility of one or two individuals within our community, real and meaningful change will take the efforts of all of us and it is important that we share this commitment with parents, carers and the wider community too. It starts with education and understanding.

### Grays Convent Racial Justice Equality and Diversity Mission Statement

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

The above, from John's Gospel, is central to Grays Convent's mission to promote racial justice, equality, diversity and inclusion. The command to love our neighbour extends to all human beings regardless of race, ethnicity, culture, gender, sexuality, disability or background. As an expression of that love, we envisage a vibrant school community that embraces and celebrates diversity and promotes equality of opportunity for all.

Our journey requires us to challenge bias, discrimination or stereotyping that can lead to racial or any other injustice or inequality. We will work to embed anti-racist practice into all areas of school life. We aim to acknowledge and address the effects of past and present injustices, to eliminate disparities and to support all members of our school community to thrive.

We believe that this can be achieved through the education of the whole person throughout the whole curriculum with Christ at the centre.

## **Our Aims**

- To ensure that we teach challenging and culturally diverse content with honesty, confidence and integrity, and that through our curriculum we question existing ideas of cultural capital.
- To ensure the voices of all members of the school are heard in order to develop a collective understanding of the experiences of our community.
- To ensure education, reflection and communication are at the heart of how we approach change.
- To look at our systems and structures to ensure that there is equality of opportunity for all.
- To be clear in our message within school and to the wider community the values which are at the heart of our school in relation to Equality, Diversity and Inclusion.
- To ensure all students are supported to develop not only through the formal academic curriculum but also through the range and accessibility of enrichment and extra-curricular activities.
- To provide ongoing CPD to staff to ensure we continue to develop our conversations around Equality, Diversity and Inclusion in a meaningful way.
- To recognise the unconscious bias in our society and in ourselves, and seek to challenge and erase it wherever possible.
- To normalise a culture in which conversations about race and cultural diversity are possible, good intention is assumed, feedback is welcomed, and fear of making mistakes does not hinder progress.
- To ensure student leadership gives a voice to students in the running of the school and is encouraged to be active in the positive promotion of anti-racism.

## **What actions have we taken?**

- Senior Leaders have undertaken a range of Equality, Diversity and Inclusion training.
- In preparation for Teacher Assessed Grades in the Summer of 2021 Staff completed online training on Unconscious Bias.
- All teaching Staff have attended Equality Diversity and Inclusion Training and all Early Career Teachers will receive this training as part of their induction process.
- Departments are currently reviewing their Curriculum using an audit tool, focussing on issues of race, gender and LGBT and will continue to modify the curriculum offered, ensuring that we are representing in positive ways the rich cultural heritage of all members of our community and that all have a sense of belonging at Grays Convent.
- Focus on academic and pastoral outcomes across all ethnic groups to ensure that all are reaching their potential.
- Monitoring behaviour management and sanctions issued across all ethnic groups to address any emerging trends.

- A 'Diversity Planning Committee' made up of a Senior Leader, Head of Key Stage, Early Career teacher and representatives from the Student Leadership group met and discussed aims and planned events for Black History Month. Student lead celebrations which included displays around school, Black History Month themed assemblies, teachers delivered special lessons and the month culminated in a whole school celebratory event involving pupils and staff.
- We are working towards the Silver Diversity Award having secured the Bronze.
- Our Library is well stocked with books that reflect the diverse nature of our school community and its needs and interests.
- Our PSHE Programme is delivered on 'Rise Above Days' where pupils learn about issues of race, prejudice and discrimination and how to challenge injustice from visiting speakers and other resources.
- Assemblies - Our Mission Statement is clear that we recognise the value of each individual as a gift from God to the world. In assemblies pupils will develop a deeper understanding of our Gospel values which above all else focus on showing love for one another. A special Equality Diversity and Inclusion Assembly for pupils was delivered for the Feast of the Epiphany and will be an annual theme at this time in the Church's year.
- Safeguarding - An awareness that racism is a safeguarding issue which we know can impact on a young person's sense of self-worth and can limit their potential.
- Celebrating our diverse school community and recognising that being part of the Grays Convent school community provides us with learning opportunities about cultural traditions and customs different to our own and provides our young people with a firm foundation to take their place as members of the global community. We will share this message within school and beyond.

We have begun this journey and have much more to do and to learn as we progress. Both staff and students are working together to look closely at all aspects of school life to make sure everyone is respected, listened to, and feels a genuine sense of belonging as a member of our school community. Parents and Carers are key of course are a key part of this process and we hope you will support us on this journey as it progresses.

### **Links to relevant Grays Convent Policies:**

[Anti-Bullying Policy](#)

[Behaviour Policy](#)

[Child Protection & Safeguarding Policy](#)

[Equality & Diversity for Pupils](#)

[Relationships & Sex Health Education Policy](#)