



The Saints Federation **Anti-Racism statement**

The Saints Federation is committed to being actively anti-racist communities. It recognises and opposes racism and all forms of discrimination by fostering a culture of respect, inclusion, and equity for all.

At St. Paul's and St. Andrew's Church of England Schools, we support all pupils and adults in our school to flourish, to make the world a better place and seek inspiration and guidance from the teachings of Christ.

***'Love your neighbour as you love yourself.'* Matthew 22:39**

***'Therefore encourage one another and build one another up.'* 1 Thessalonians 5:11**

We believe that every individual has the right to feel valued, respected and safe, and we uphold a zero-tolerance policy on racism and racial discrimination. The Federation is committed to demonstrating anti-racist practice in the following areas:

Culture: We stand against racism, embrace diversity, and support all in our community to belong, grow and flourish

Inclusive curriculum: Our curriculum provides ongoing opportunities for us all to learn, grow and understand. We celebrate and affirm the diverse backgrounds, cultures, and experiences of all of our pupils and staff

Advocacy: We understand our role as local and global neighbours, serving diverse communities both nearby and across the world. We recognise the lasting impact of racist incidents on those who have been affected and are committed to supporting them wholeheartedly

Responsibility: Racism and discrimination have no place in our school. We hold ourselves and each other accountable for our actions and words. We have processes in place to ensure that pupils and adults are able to safely report all incidents of racism with the confidence that it will be taken seriously, handled sensitively and followed by proactive clear action.