




Anti-racism policy template



Schools shouldn't worry about 'looking' anti-racist. They should BE anti-racist.

- Student¹



¹This quote is from the Anna Freud Centre's survey on racism and mental health. A total of 796 respondents aged 13 to 20 completed the survey between 23rd September and 11th October 2021.

Developing and implementing an anti-racism policy can have a number of benefits for your school or college community, including:

- increased recruitment and retention of racially minoritised staff
- increased self-esteem and confidence of students
- increased confidence and trust from racially minoritised parents and carers
- overall increased resilience as a community
- increased understanding and awareness of racism and the racial inequalities it causes
- increased understanding of the diversity in your school community in terms of ethnicities and languages represented
- more confidence in tackling racial inequalities and incidents in schools and colleges
- eliminating unlawful racial discrimination, promoting equality of opportunity and fostering good race relations.

Demonstrating commitment to an anti-racism culture in your setting will contribute to better wellbeing and mental health for racially minoritised students and staff.

Writing an anti-racism policy for your setting

As with other school policies a senior member of school staff should take responsibility for drafting your policy, but it will best fit the needs of your community if you write it in consultation with its many different members: pupils, parents and carers, teachers, support staff, school leaders and governors.

You will want to review it over a series of meetings before sharing a final version with the whole school and wider community.

Sections to include

1 Introduction and key principles

Why is anti-racism important to your school?

Key principles might include: a better education for all; a better place to

work; pupil and parent voice; regular review; engaging with experts; and fulfilling statutory responsibilities.

2 Purpose

- Outline in more detail the objectives of your policy and how you'll know you've achieved them
- Include statutory purposes like the [Equality Act 2010](#)
- Impact on mental health, wellbeing, personal and academic achievement

3 Links to other relevant policies

- Behaviour and relationships
- Curriculum
- Attendance
- SEND and mental health and wellbeing

4 Describe how the policy was drafted and who contributed

- Name the member(s) of staff and the governor who carry the main responsibility
- Name other staff who contribute
- Name other groups who contribute

Include explanation of the roles and responsibilities of key staff and governors

5 List what you are doing to eliminate racism and become an anti-racist school, e.g.

- Staff training and development
- PSHE curriculum and pastoral interventions
- Curriculum review
- Cultural and community activities
- Audit of languages spoken other than English and action planning
- Engaging with parents and carers
- Listening and learning from the voice of pupils

- 6 Explain how racist incidents will be dealt with**, including support for students experiencing racism, consequences for perpetrators, how incidents are to be recorded and reported, and how the information will be shared with parents/carers.
- 7 Summarise specific objectives with deadlines**
- 8 State how and when the policy will be disseminated and reviewed.**

Reviewing the impact of your policy is essential. Be prepared to be reflective and critical.

- 9 Include links to other useful resources**

The NEU anti-racism charter

You may find the [NEU's framework for developing an anti-racist approach](#) useful when thinking about your own anti-racism policy. It includes checklists, discussion starters and links to further research.

