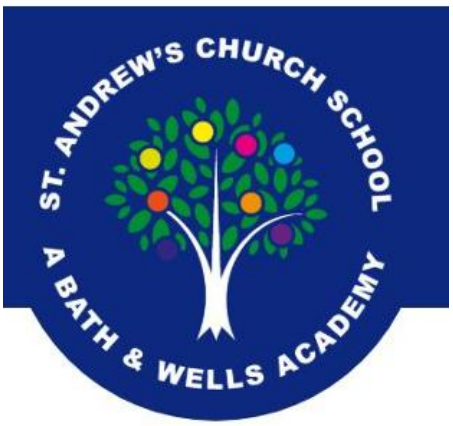
Bath & Wells
Multi Academy Trust

Bath and Wells Diocesan Academies Trust



Anti-Racism Policy

Version number	**V1**
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Context

The Bath & Wells Diocesan Academies Trust (the Trust) is a dynamic learning community. In order to ensure that the Trust is a safe, supportive environment where pupils and staff can learn and thrive, there needs to be clear procedures, structures, and expectations in place. Trust policies are a formal way of documenting the procedures and values of the Trust and are designed to provide an instant picture of the principles of the Trust. They form an important framework that will ensure consistency in applying the agreed values and principles across all settings.

The Trust is an anti–racist organisation and is committed to challenging racism in any form and will not tolerate it.

The Trust is committed to creating an inclusive, safe, and equitable environment where all pupils, staff, and community members are valued and respected regardless of race or ethnicity. Racism in any form is unacceptable. This policy sets out the Trust's governance framework and expectations for anti-racism work, ensuring compliance with statutory duties and embedding best practice across all schools.

Purpose

The primary objective of the Trust, as stated in its Articles of Association is 'to advance for the public benefit education in the United Kingdom'. The Trust does this through promoting the spiritual, moral, cultural, mental and physical development of all pupils and prepares them to be good citizens of a society which is based on mutual respect and understanding. It is therefore important that as a Trust no one is made to feel different due to their colour, culture, origin, gender or religious beliefs.

The Trust aims to:

- Eliminate racial discrimination, harassment, and victimisation in all schools.
- Promote respect, dignity, and equality for all members of each school community.
- Ensure equal access to opportunities and resources for pupils and staff of all racial and ethnic backgrounds.
- Embed anti-racist principles in leadership, governance, curriculum, teaching, and community engagement.
- Provide clear guidance for TLC members, leaders, and staff on their responsibilities to challenge racism and promote racial equity.

Legal Framework

This policy aligns with:

- **Equality Act 2010** and the nine protected characteristics.
- **Public Sector Equality Duty (PSED)**: The Trust will publish equality objectives every four years and report annually on progress.

- **Keeping Children Safe in Education (2025)** and DfE guidance on safeguarding and reporting racist incidents.
- Equality and Human Rights Commission (EHRC) Guidance

Definition of Racism:

The Trust adopts the Macpherson definition: *"Racism is conduct or words which disadvantage or advantage people because of their colour, culture, or ethnic origin."*

Trust Governance Framework

All levels of governance in the Trust focus on ensuring accountability, reducing racial inequalities, and embedding inclusive practices across schools. The key tasks of Board and local governance include setting strategy, collecting and reviewing data, engaging with communities, and holding leadership accountable.

Board of Trustees

- Provide strategic leadership and oversight to embed anti-racism in governance and practice.
- Ensure compliance with Equality Act 2010 and PSED.
- Review and approve this policy annually and monitor impact.
- Publish annual reports on racial equity progress.

Trust Local Committees (TLCs)

- Support the Trust's anti-racism agenda at school level.
- Monitor incidents of racial discrimination and effectiveness of responses.
- Engage with pupils, staff, and parents/carers to promote inclusion and respect.

Senior Leadership Teams (SLTs)

- Implement anti-racism initiatives in schools.
- Ensure mandatory and ongoing staff training on cultural competence, unconscious bias, and anti-racist practice.
- Respond promptly and effectively to reports of racism or discrimination.
- Respond promptly and effectively to any reports of racism or discrimination.

Principles

- **Zero tolerance of racism:** Racism in any form, whether overt or covert, will not be tolerated in any Trust school.
- **Child-centred approach:** The experiences and voices of pupils affected by racism will be central to our approach.
- **Proactive education:** Anti-racism education will be embedded in the curriculum to develop pupils' understanding and empathy.
- **Collaborative engagement:** We will work with families, communities, and external partners to promote racial equity.

- **Continuous improvement:** The Trust commits to ongoing review and development of policies, practices, and training to advance anti-racism.

Scope

This policy applies to all staff, pupils, Board and committee members, volunteers, contractors, and visitors within the Trust's schools. It covers all aspects of school life including teaching, learning, behaviour management, recruitment, and community relations.

Reporting and Recording

- All racist incidents must be recorded in the school's Management Information System (MIS) and CPOMS and reported to the Trust.

- Serious incidents or suspected criminal behaviour will be referred to the police and safeguarding partners in line with DfE guidance.

- Annual data on incidents will be analysed and published in the Trust termly data report.

Recruitment, Retention and Representation

The Trust commits to promoting diversity in recruitment and progression to reflect the communities we serve. We recognise that systemic racism and inequality can affect opportunities and experiences, and we are determined to challenge these barriers through fair, transparent, and equitable practices.

Recruitment

- We ensure that recruitment processes are free from bias by using inclusive language in job adverts, anonymised shortlisting where possible, and diverse interview panels.
- We actively encourage applications from underrepresented groups and work to widen access to leadership opportunities.
- We provide training for all staff involved in recruitment to recognise and challenge unconscious bias.

Retention

- We foster a culture of belonging where staff from all backgrounds feel safe, supported, and able to thrive.
- We monitor staff progression, pay, and promotion to ensure equity across all groups.
- We invest in professional development and mentoring programmes to support diverse talent pipelines into leadership roles.
- We provide clear channels for staff to raise concerns about discrimination, and we act swiftly and transparently to address them.

Accountability and Monitoring

The Senior Assistant Director of Education, CFO and Deputy CEO will oversee annual review and report to the Board of Trustees. Monitoring will include:

- Regular review of recruitment and retention data to identify disparities and take action to close gaps.
- Co-produced policies with staff and community representatives to ensure lived experiences inform our approach.
- Reporting of progress and data openly to our TLCs and trust board, embedding accountability at every level.

Related Policies

- BWMAT Equality and Diversity Policy
- BWMAT Safeguarding and Child Protection Policy
- BWMAT behavior Policy and schools' behavior procedures
- BWMAT Recruitment and Retention Policy
- Keeping Children Safe in Education (2025)