

Anti-Racist Statement

At MBS we are committed to being an anti-racist school. We have written this statement as a commitment to challenge, confront and eradicate racism both within our community and, as children and staff move on, beyond into wider society. It is our belief and intention that this will support all members of our organisation and that all will act on it.

Acknowledge

Racism is an assault against people; it causes pain and trauma across society. It has a profound impact on everyone. We know that structural and institutional racism exists across society; it is systemic. We acknowledge that racism can be conscious or unconscious and that we have not always addressed it adequately at The Mulberry Bush.

Anti-racist work extends beyond thinking that racial prejudice is wrong: it understands that racism is systemic across all structures of society. It accepts that truly dismantling racism will require all of us to actively challenge every instance of racism, both structural and individual, and actively oppose white supremacy. We also recognise that as an organisation we have much to learn, develop, and improve upon, and that this is an open-ended process.

Challenge

By continually reflecting on unequal distributions of power and privilege, as individuals and a community, we will ensure repeated re-examinations of our organisational culture. Structural racism is not always obvious or explicit. It exists in our society in a multitude of different forms and is sustained through microaggressions, structures of power and privilege, and ordinary actions. This is not always conscious.

Commit to Action

Our work will be informed by insights gathered from staff and will be led by the school's Inclusion Steering Group.

At all levels of the school, we will:

- Improve diversity within our organisation and create opportunities for people from all faiths, cultures, minorities and ethnic backgrounds to thrive in their careers, care, learning & therapy.
- Challenge racism and white supremacy culture whenever we see it, both internally and within our external partnerships and relationships. We will not act as bystanders
- Take responsibility for our learning about the impact of all forms of racism, including religiously motivated hatred: it is our individual and collective responsibility to learn and act
- Build on our existing research to strive for racial equality, ensuring that issues of racial equality and justice are embedded across all our work
- Use appropriate and respectful language and terminology when describing people from all faiths, cultures, minorities and ethnic backgrounds
- Support people who have been impacted by racism in our school providing a safe space for sharing their concerns and taking them seriously

Accountability

The school is committed to equality, diversity and becoming an anti-racist organisation. The work will be embedded throughout our development plans, as well as within every role at the school.

We will be held accountable for this approach through:

- The work of the Inclusion Steering Group
- The annual school review process
- The work of the Director and the SLT overseeing the implementation of the anti-racist strategy
- The work of an external consultant who will review and monitor the approach taken by the school
- The commitments outlined in this statement will inform every aspect of our working culture and all staff are expected to engage actively in all areas of everyday practice. This is everyone's responsibility.