



## Towards Race Equality

**We believe that we must have aspiration beyond expectations for our pupils, our staff, parents, and communities**

### We are driven by core values

- **Inclusivity.** We recognise that some children will face greater barriers to their learning and development than others. We are committed to helping all children to overcome these so that they can grow and thrive to be well rounded, healthy, educated citizens.
- **Promoting social mobility.** This is a fundamental driver for Reach South. Although we recognise that each school's context and history inform our approach, this is never an excuse for accepting mediocrity or poor performance.
- **Serving our local communities.** Children's education cannot be isolated from their social context and, in particular, their family and peer environment. To raise a child's aspirations beyond their expectations, we must also raise the aspiration of their families and the wider community. Community engagement is not an additional activity that successful schools do; it is fundamental to how they work.
- **Believing in the potential of our young people.** Aspiration is a precursor to self-improvement; it is not sufficient in itself, but limited aspiration will limit achievement
- **Preparing tomorrow's adults to contribute to social, economic, environmental, and cultural sustainable development.** We educate children to improve their own life chances and opportunities, but we also educate them as trusted members of a community and a global society.

### Reach South approach for tackling racism

*Education should lay the foundations for a better world. The role of education is to equip learners with knowledge, skills and understanding to form attitudes and make choices on the basis of what they know. Anyone involved in education has a duty to*

*help themselves and learners to think critically, make informed judgements, to challenge stereotypes and cultural assumptions .....and to speak up for what is right. Racism is morally wrong, and we have to address it in all its forms*

The Trust is committed to tackling racism in all of its forms. We recognise that this is long term and requires concerted action by all. Whilst we are a medium sized academy trust in the south west of England, we believe that addressing racism requires action by every organisation – in both the public and private sectors - and that every organisation and group must take responsibility for doing their part.

This is not short term – we are in this for the long term.

This means engaging in cultural change across the trust. This starts now and will continue into the long term.

Our action plan will:

1. Communicate this statement of intent across the trust
2. Positively engage with our Black, Asian, and Minority Ethnic staff, governors, and pupils to understand their experiences and seek support for change
3. Be clear about key performance indicators for BAME pupils, parents, staff, trustees, and governors to show continuous improvement
4. Ensure that each part of the RSAT Strategic development Plan incorporates race and other equalities issues
5. Positively recruiting and retaining staffing across the trust is reflective of the UK community as a whole
6. Have a focus on outcomes for children across all protected groups
7. Review our Curriculum EYFS to KS5 to ensure a much better reflection of BAME contribution
8. Review our Governance
9. Engage in research to show contributions from across the world, to show what the effects of racism are and how to address racism
10. Review all of our policies to ensure that they fully take account of equalities

We are committed to both leading and supporting lasting change and will establish a steering group that is fully representative to drive this programme of work



Dean Ashton – Chief Executive Officer, Reach South Academy Trust



Marcus Agius – Chairman, Reach South Academy Trust