## **Anti-racist pledge**

As a group of schools in the Kingston and Richmond boroughs, we commit to the following actions.



Ensuring that complexities are seen as needs not barriers, using an anti-racist, intersectional lens to consider personalised approaches.

Using a racial justice lens for all areas of our school life and embedding this approach into our school development plans, policies, practices and CPD for all staff.

Equipping
the senior
management team
in our school to
lead on racial
justice.

Using critical reflexivity, valuing, respecting and celebrating difference and being open to challenge and change.

Focusing on
listening to pupil,
parent and staff
voices, creating safe
spaces for complicated
conversations and
co-constructing the
work with each other.

Understanding our context, learning about the lived experiences of all our pupils, families and staff.

Using a safeguarding first, trauma informed approach to racism with wellbeing at the centre of our work.

Understanding that this work is never finished and is part of our ongoing work towards justice, equity and inclusion. Sharing our good practice and learning with other schools and partners in our communities and being open to learning from others.

Securing excellent,
high achievement
and life outcomes
for all our pupils,
using quantitative
and qualitative data
to ensure accountability
for outcomes and to
drive change.

Developing and updating a shared language among ourselves so that we can communicate effectively.