



Anti-Racism Statement

Responsibility for this policy: Board of Directors (Trustees)

Responsibility for monitoring/evaluation: CEO/EHT and Headteachers

Approved by MAT Executive Board: July 2023

Date of next review: July 2025

Chair of Executive Board: Martin Collard

Anti-Racism Statement

At Robin Hood Multi Academy Trust, we are committed to fostering an inclusive and equitable learning environment for all members of our diverse community. We recognise that racism is a deeply entrenched issue that continues to impact individuals and communities across the world. Robin Hood Multi Academy Trust acknowledges the harm caused by both explicit and implicit bias due to racial discrimination, both in the past and present, and the need to take proactive steps to prevent this in the future. As an educational institution, we firmly believe in the importance of actively challenging and combating racism and slavery in all their forms.

Definition of racism: Robin Hood MAT defines racism as a combination of ideas, practices and policies that produce and normalise inequality based on racial categorisation. This includes prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their being identified with a particular racial or ethnic group that is marginalised based on historical power relationships.

Intersectionality: Robin Hood MAT recognises the importance of acknowledging intersectionality - the understanding of our own and other people's unique lived experiences of disadvantage and oppression. Aspects of an individual's social and personal identity such as race, ethnicity, class, gender, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, sexual orientation, and religion & belief, combines to influence a person's privilege and power in society. Hence, it is important to consider all the factors that can intersect to profoundly marginalise people.

Our core values '**Strive to Improve, Excellent Behaviour, Learning through Collaboration, Walk the Talk and Opportunities for All**' guide our commitment to anti-racism. We strive to create a safe and supportive space where every student, staff member, and parent feels valued, respected, and celebrated for their unique identities and experiences. We firmly reject any form of discrimination, prejudice, or exploitation based on race, ethnicity, nationality, or any other protected characteristic.

We have developed comprehensive policies to address and combat inequality, racism and slavery within our Multi Academy Trust. We expect all our employees, contractors, and suppliers to adhere to the highest ethical standards.

We understand that eradicating racism and slavery requires a collective effort and ongoing vigilance. We actively collaborate with parents, carers, and the wider community to raise awareness, educate, and take action against racism and slavery. We encourage open and honest dialogue about these issues, promoting an atmosphere of respect and empathy, where individuals feel safe to share their

experiences and perspectives without fear of judgement or reprisal. Please see [our anti-racism audit and next steps](#).

By working together, we can create a learning community where every individual feels a sense of belonging, where diversity is celebrated, and where racism and slavery have no place. We are resolute in our commitment to anti-racism and anti-slavery, as we believe that only by standing united can we achieve a truly inclusive and equitable society.