



Warwick School Racial Equality Statement

At Warwick School we firmly believe that individuals should be judged on the content of their character rather than arbitrary characteristics, consequently, prejudice and discrimination are anathema to our values. We are committed to fostering an environment where every individual is treated with respect and dignity and given the opportunity to thrive. Promoting racial equality and challenging all forms of discrimination is essential to creating an inclusive, vibrant and compassionate environment where all individuals are known and feel that they belong. This statement outlines our approach to combating racism and prejudice which is shaped by our school values of courage, creativity, curiosity, humility, perseverance and responsibility.

Responsibility: Creating a Better World

One of Warwick School's values is responsibility, this extends beyond personal conduct to the collective responsibility we share to help create a better more equitable world. We recognise that racial inequality is a societal issue acknowledge the pervasive harm and accept our duty to challenge and dismantle it within our school and beyond. Through our curriculum, policies and everyday interactions, we actively promote racial equality and work to ensure that all pupils, staff and visitors experience an environment free from discrimination. Through education we equip young people with the knowledge and skills to empower them to become compassionate global citizens and live their responsibility to build a future grounded in fairness and justice.

Courage: Allies Not Bystanders

Courage rooted in integrity and empathy is essential to addressing racial inequality, and at Warwick School we encourage all pupils and staff to stand up to racism and prejudice, whether it occurs within our school or beyond. We believe that it is not enough to passively reject racism; we must actively confront it wherever it arises. Being an ally means offering support to those affected by racism and injustice, while also being prepared to challenge discriminatory behaviours or attitudes, even when it is uncomfortable.

Humility: Embracing and Learning from Diversity

Humility emphasises the importance of learning from the diverse cultures, experiences and perspectives that enrich our school community and the wider world. Humility helps us to recognise that we can always learn from one another and respect for others is the foundation of community. We recognise that embracing diversity is not about mere tolerance but about active engagement and appreciation. Warwick School is committed to embedding multicultural education across the curriculum ensuring that all students develop a deep respect for different cultural traditions and an understanding of historical and current contexts of race and racism.

Perseverance: A Long-Term Commitment to Racial Equality

There are no quick solutions to ending racism. Combating racism is not a short-term goal, but a long-term commitment. Meaningful progress requires sustained effort over time, perseverance. At Warwick School we are committed to continuous reflection, dialogue and improvement in our response to racism. We will continue to review our policies practices and curriculum, and challenging ourselves to improve. We are determined to work with pupils, staff, parents and the wider community to confront racism and prejudice in all its forms, even when the path forward is challenging.

Creativity: Searching for new Ways to Promote Inclusion

Creativity demands that we seek innovative solutions to the challenges of promoting racial equality. At Warwick School, we believe that tackling discrimination requires not only an understanding of historical and societal contexts but creative strategies to engage the whole school community in this vital work. Whether through artistic expression, projects, or new approaches to curriculum design, we encourage pupils to explore issues of race and identity and develop empathy and understanding. By challenging pupils to think critically and creatively, we empower them to find unique ways to challenge racism and promote inclusion.

Curiosity: Seeking to Understand and Challenge Injustice

Curiosity drives us to ask questions, explore new perspectives, and seek deeper understanding. At Warwick School, we encourage a culture of curiosity where students are motivated to learn about different cultures, histories and the impact of racism on individuals and society. We empower our pupils to question the status quo, challenge stereotypes, and develop a nuanced understanding of racial issues. This curiosity leads to a greater empathy and helps students to develop the critical thinking to challenge prejudice.

Zero Tolerance and Accountability

Warwick School has a zero-tolerance approach to racism. Reflecting our firm stance against discrimination; any instance of racist language or behaviour is likely to result in temporary exclusion from school and racist abuse may ultimately result in a pupil

leaving the school. However, we recognise that young people make mistakes, and we believe in the importance of learning and growth. We expect pupils to accept responsibility for their actions, show genuine remorse, and engage with opportunities to learn from their mistakes. However, we have a duty for the safety and well-being of our community thus, in cases where a second offence occurs, pupils should not expect to remain at Warwick School.

Our approach aligns with the belief that accountability and restorative justice are crucial to addressing racism effectively. We will continue to provide support and education for those impacted by racism and to those who commit racial offences, ensuring that every incident is treated with the gravity it deserves and that every person is given the opportunity to reflect, learn and grow.

A Whole-School Approach to Racial Equality

Warwick School is committed to promoting racial equality hence we work to ensure that our policies, teaching and pastoral care reflect our commitment to diversity and inclusion. This includes.

- **Curriculum:** We strive to ensure that our curriculum reflects diverse perspectives and histories, particularly this of historically underrepresented or marginalised groups, helping pupils gain a well-rounded understanding of racial issues.
- **Warwick Voice:** We encourage pupils to take an active role in shaping a school culture that embraces diversity and equality, providing platforms for student-led initiatives and discussions on racial issues.
- **Professional development:** We provide ongoing training for staff to ensure they are equipped to challenge discrimination and promote racial equality effectively.
- **Parental and Community Engagement;** We engage parents, careers and the broader school community in our efforts to promote racial equality, ensuring that our work is collaborative and reflective of the diverse voices within our school and beyond
- **Policies:** We regularly review and update school policies to ensure they are inclusive, fair, and free from bias. These policies include clear guidelines on reporting and addressing racist behaviour, ensuring transparency and accountability in how we respond to issues of discrimination.

At Warwick School we are united in our belief that respect, empathy and justice are the cornerstones of a thriving community. We are committed to combating prejudice and discrimination and promoting racial equality within our school and wider society by living our values of courage, creativity, curiosity, humility, perseverance and responsibility. We will continue to evaluate and adapt our approach, working diligently

to ensure that Warwick School is a place where every individual feels respected, supported and valued.