

Anti-Racism Charter

Case study: Schools



Church of England Schools – Southwark Diocesan Board of Education



School pupils display the ARC and their artworks, at All Saints, Upper Norwood.

Church of England Schools within Southwark Diocese are leading work on racial justice and strengthening belonging. Through strong Christian vision, inspiring leadership, rich pupil voice and whole school commitment, schools in Southwark are champions for racial justice and advocates for all in their communities. Three such schools share their experiences here...

Holy Trinity Church of England Primary School, Merton

‘Growing together as children of God’

Holy Trinity is a fully inclusive school that values all children and adults and is committed to giving every child the best possible start in life.

The Junior Leadership Team (JLT) created a Race and Equality Charter based on the belief that ethnic background must not negatively affect pupils’ experiences or outcomes, that our staff and community should reflect our diversity, and that our curriculum should celebrate it. Commitments within the charter include:

1. Strong leadership for racial and ethnic justice, who consistently consider how the school is addressing issues of race and ethnicity.
2. A strong commitment to working with pupil voice, ensuring that the views of our children are intertwined in our approach.
3. Opportunities for positive open discussions of race and ethnicity from Reception to Year 6. Children will be exposed to positive conversations and interactions to discuss race and ethnicity.

The JLT launched the charter during worship and it has been embraced by the whole school. Children decorated stones to celebrate their cultures, which are now displayed prominently at the front of the school. In 2025, the JLT also organised a successful Culture Day, celebrating our diverse community through performances, shared food, and contributions from parents and carers. School staff and Governors will be completing *Hemisphere Racial Literacy Training*, as part of our ongoing commitment for all to grow together as children of God.

This work has reduced racist incidents, strengthened representation within the curriculum, and celebrates the diversity of our entire school community.



St Faith's Church of England Primary School, Wandsworth

'Learning together, for all to succeed'



In 2024, St Faith's took part in Anti-Racism workshops, which explored what racism is, why it exists, and how to actively challenge it. Following this, the School Council gathered responses from peers about the importance of an Anti-Racism Charter and how it would support the school and wider community.

During this consultation, pupils identified a range of ways the school celebrates difference, including listening to one another's views, learning about other religions and cultures in RE and celebrating Black History Month. The School Council then created an anti-racism charter for our school community:

St Faith's Anti-Racism Charter

God began by making one man. From him came all different people who live everywhere in the world. Acts 17:26

- In our school, everyone is welcomed and celebrated
- Racism will not be tolerated and we know that if we see racism happening, we need to report it to an adult straight away
- In our school, we follow the Christian values of kindness, trust and courage and these underpin all that we do
- We take time to understand and celebrate other people's cultures and religions and take pride in our own culture

The impact has been that pupils are able to clearly define racism, understand how it affects individuals, and feel more confident about how to respond if they witness racism in school.

St Matthew's Church of England Primary School, Redhill



"Therefore encourage one another and build one another up." 1 Thessalonians 5:11

In 2021, school leaders responded to the diocesan call to actively counter racial injustice, beginning with a series of collective worship focused on Diversity, Equality and Inclusion. At St Matthew's School, we aim high, encourage one another and have faith; it is essential to us that our Christian ethos and diverse community are at the heart of our response to the Southwark Diocese Anti-Racism Charter. The honesty and experience of the children was vital in shaping a whole school community response. St Matthew's response to the main principles in Southwark Diocese Anti-Racism Charter are set out below:

- We follow Jesus' commandment (Matthew 22:37-39) to love God and love one another
- We never make excuses for who we are
- We give everybody the opportunity to contribute
- We teach ourselves to listen
- We give everyone a chance to get ready for the future by learning about a range of people from the past that represent our diverse school community

To support conversation and understanding, pupils and adults reflected on what being anti-racist means for the school community and how pupils' own experiences might shape understanding.

In the spirit of building one another up, we encourage everyone to start the conversation with children and adults in your own settings. As you do, we pray that everyone will use their experiences to help break down barriers.

May we actively strive to be anti-racist. May God stir up in us a thirst for justice that will help all our children to know God loves us all, just as we are, because of who we are.



The Diocese of
Southwark

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