MEPA TRAINING

ANTI-RACISM POLICY

THIS POLICY IS WRITTEN FOR AND APPLIED TO MEPA STUDIOS, MEPA ACADEMY AND MEPA COLLEGE .

Updated & Adopted:	September 2026
Review Date:	September 2027

TABLE OF CONTENTS

Policy Statement on Anti-Racism ..... *Error! Bookmark not defined.*

Definitions ..... *Error! Bookmark not defined.*

Legal compliance ..... *Error! Bookmark not defined.*

1. POLICY STATEMENT

MEPA Training is committed to being an **actively anti-racist organisation** where people of all ethnicities can study, work and thrive. We reject all forms of racism and discrimination, and we embed anti-racist principles across our teaching, recruitment, performance and community engagement.

Our approach goes beyond compliance with the *Equality Act 2010* — we aim to dismantle systemic barriers and create a culture of belonging, fairness and respect. Every member of the MEPA community shares responsibility for applying anti-racist principles in daily practice.

We recognise that racism can be overt, covert, structural or unconscious, and that it intersects with other protected characteristics such as gender, disability, religion and socio-economic background.

MEPA Training will:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity.
- Foster good relations between people of different racial and cultural backgrounds.

2. DEFINITIONS

Term	Definition
Anti-racism	The active process of identifying, challenging and changing values, structures and behaviours that perpetuate racism.
Racism	Prejudice, discrimination or hostility directed at individuals or groups based on race, ethnicity, colour, nationality or culture.
Intersectionality	The interconnected nature of social categories such as race, class, gender and disability, creating overlapping systems of disadvantage.
Global Majority	A collective term for people who are Black, African, Asian, Brown, dual-heritage, Indigenous to the Global South, or racialised as ethnic minorities.

3. LEGAL AND STATUTORY FRAMEWORK

This policy aligns with:

- *Equality Act 2010*
- *Public Sector Equality Duty (PSED)*
- *Keeping Children Safe in Education (KCSIE) 2026*
- *Human Rights Act 1998*
- *Education and Inspections Act 2006 (Section 89)*

Unlawful conduct includes:

- **Direct discrimination:** treating someone less favourably because of race or ethnicity.
- **Indirect discrimination:** applying criteria or practices that disadvantage particular racial groups without justification.
- **Harassment:** creating a hostile, degrading or offensive environment.
- **Victimisation:** retaliating against someone who raises concerns or supports another's complaint.

4. AIMS AND OBJECTIVES

MEPA Training will:

- Promote an environment free from racism, microaggressions and harassment.
- Actively challenge discriminatory behaviours and language.
- Provide regular training for staff and students on race equality and cultural competency.
- Ensure fair and transparent recruitment, assessment and progression processes.
- Use inclusive language and imagery across all communications.
- Analyse ethnicity data annually to identify trends in recruitment, attainment and progression.
- Create safe spaces for dialogue and reflection, encouraging mutual learning and respect.
- Review all new and updated policies for equality impact.
- Collaborate with recognised anti-discrimination organisations such as *Race Equality Matters* and *Show Racism the Red Card*.

5. ROLES AND RESPONSIBILITIES

Senior Management Team (SMT)

- Lead visible, sustained action on anti-racism.
- Ensure all staff understand and implement this policy.
- Provide annual training and updates.
- Monitor ethnicity data and report findings to the Principal.
- Ensure alignment with MEPA's Safeguarding, Equality & Diversity, and Complaints Policies.

Staff

- Model inclusive behaviour and language.
- Intervene and report any racist incidents or concerns.
- Support students and colleagues affected by racism.
- Engage in ongoing professional development on equality and inclusion.

Students

- Treat others with respect and challenge racism safely.
- Report concerns to a trusted adult or via MEPA's confidential reporting form.
- Participate in workshops and discussions promoting equality and understanding.

Parents and Carers

- Support MEPA's anti-racism ethos.
- Report concerns promptly and work collaboratively with staff to resolve issues.

6. REPORTING AND SUPPORT

Anyone who experiences or witnesses racism should report it immediately to:

- A trusted member of staff
- The Deputy Principal
- The confidential reporting form

All reports will be investigated promptly, fairly and sensitively. Outcomes will be recorded and reviewed by the SMT. Support will be offered to anyone affected, including access to counselling or wellbeing services.

7. MONITORING AND REVIEW

- The SMT will review incidents, data and feedback termly.
- Annual equality reports will be shared with staff and governors.
- The policy will be formally reviewed every **two years** or sooner if legislation changes.

8. LINKED POLICIES

- Equality & Diversity Policy 2026
- Safeguarding & Child Protection Policy 2026
- Anti-Bullying Policy 2026
- Complaints Procedure 2026

9. STUDENT-FRIENDLY SUMMARY

Racism is never acceptable. If you see it or experience it, speak up. You will be listened to, supported and protected. MEPA stands for respect, equality and unity.

Would you like me to create a **staff quick-reference guide** and **student one-page summary** next, so they can be displayed alongside this policy on your MEPA College site?