

Anti-Racism Plan Template

Use this template alongside your Race Equality & Anti-Racism Policy to convert evidence into action. Update termly; report to SLT and governors.

1. Priorities & Outcomes

Priority 1 (Behaviour/Exclusions Disproportionality):

Planned Outcome (by date):

Priority 2 (Curriculum Representation):

Planned Outcome (by date):

Priority 3 (Workforce Representation/Progression):

Planned Outcome (by date):

2. Actions, Owners, Evidence & Deadlines

Action:			
Evidence:			
Owner:		Deadline:	

Action:			
Evidence:			
Owner:		Deadline:	

Action:			
Evidence:			
Owner:		Deadline:	

3. Data to Collect & Analyse (Termly)

- Behaviour & exclusions by ethnicity (incl. reasons and locations)
- Attainment & subject access by ethnicity (incl. high-level access)
- SEND referrals, identification & outcomes by ethnicity
- Pupil voice & belonging survey (disaggregated)
- Complaints, racism incidents & response timeliness
- Workforce recruitment, retention & leadership representation

4. Risk Assessment & Mitigation

Key Risks (e.g., staff confidence, parental trust, policy inconsistency):

Mitigations (training, communication, co-production, review):

5. Co-Production & Communication

Pupil voice groups involved on:

Family/community engagement activities:

Progress updates will be published:

6. Review & Accountability

SLT Review Date:	
Governors Review Date:	
Next Update:	
Responsible Governor/Link:	
Reported by (Role):	