

# Anti-Racism Policy Statement

## Policy Statement on Anti-Racism:

Bird College is fully committed to being an anti-racist institution where people of all ethnicities can study, work, and thrive. The College is a champion of equality of opportunities and rejects all forms of racism. We are proud of the work we are doing to understand and address the historically ingrained inequality that exist within the sector. We place anti-racism at the heart of our strategic and operational functions and work to ensure we move beyond acts of tokenism and simply being compliant.

In addition to meeting our statutory requirements, under the Equality Act 2010, we will further demonstrate our commitment and reinforce our intentions to rooting out and tackling all instances of racism and unjust discrimination. It is our intention to establish a culture in which all staff, student's, visitors, and stakeholders are treated fairly, and that merit and abilities, not race are the sole basis of their experience.

The entire College community is responsible for applying Anti-racist principles to their policies, practice, and behaviours. We recognise our responsibility to provide guidance and training on race related issues to both students and staff. We recognise the importance and sensitivity of the subject and will work closely with the Principal and Equity and Inclusion Officer and external experts who can provide practical assistance based on their lived experience to ensure this body of work maintains momentum.

The College recognises race as defined by the Equality Act 2010 as group of people identified by their race, colour, and nationality (including citizenship) ethnic or national origins. We recognise everyday racism can take the form of micro inequities/aggressions and incivilities. We are aware of the complicated and interconnected nature of issues that affect people's work experiences. We therefore will not look at anti-racism through entirely separate lenses. Instead, we will be mindful of the potential intersection of overlapping identities.

The College welcomes our public sector equality duty to have due regard for the need to:

- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity
- Foster good relations.

The College will take steps to encourage staff, students, and visitors to:

- Always treat others with respect always, and promote an environment free of all kinds of racism, microaggressions and harassment
- Actively discourage discriminatory behaviours and or practices
- Participate in training and education opportunities that would enable them to adopt best practice.
- Take a zero-tolerance approach to racism and address overt and covert discrimination, inadvertent discrimination (such as unconscious bias) and systemic race inequality (for example, socio-economic factors).

The College is committed to taking action to change unfair and discriminatory practices wherever they occur.

The College will:

- Commit to continual action through visible leadership and a willingness to transform.
- Publicise and raise awareness of our equality and diversity policy and related policies amongst staff and students, stakeholders, and visitors.
- Use qualitative and quantitative data to better understand the lived experiences of students and staff.
- Critically evaluate our people management approach from end to end. Operate a fair and transparent procedure for the recruitment of staff and students.
- Provide fair and accessible opportunities for training and promotion for staff and students.
- Ensure fair and transparent procedures for student assessment, development and attainment of awards.
- Encourage the use of inclusive language and avoid the use of words or expressions which are discriminatory or exclusive in all College publications and communication.
- Use inclusive terms such as Global Majority in place of BAME which treat different racial groups as one homogenous group.
- Creating safe spaces to talk, share experiences and learn from each other's lived experiences ensuring that communication is two ways.
- Ensure any new or updated policies and or procedures are scrutinised for any adverse impact they might have on equalities and take any necessary action to alleviate this. Use data to inform KPIs.
- Ensure a culture of the College is at all times inclusive and reflects its mission, vision and values.
- Work to decolonise curricula to help tackle bias, misrepresentation and inequalities and remove them.
- Align with anti-discrimination organisations such as Black lives matter in support of their stance against systemic racism and violence against black people.

### **Definitions:**

#### **Anti-racism**

The process of actively identifying and opposing racism and promoting racial equity.

#### **Racism**

Prejudice, discrimination, or hostility by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised.

#### **Intersectionality**

The interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

#### **Global majority**

Collective term used by those who believe themselves as belonging to the majority on planet earth. It refers to people who are Black, African, Asian, Brown, dual-heritage, indigenous to the global south, and or, have been racialised as 'ethnic minorities'.

#### **Black Lives Matter**

A movement formed to campaign against systemic racism and violence against black people.

## **Legal compliance:**

### **Equality Act 2010**

Bird College acknowledge that racial inequalities arise from a variety of reasons, within and outside of the organisations (as identified in the McGregor Smith review) and seek to identify and address negative treatment and its impact when looking at the ethnic profile of the organisation.

The Equality Act 2010 identifies unlawful conduct as:

- Direct discrimination and less favourable treatment, born from overt discrimination, bias, prejudice and assumptions.
- Indirect discrimination, which is perhaps more covert; where an organisations' practices, standards and requirements create disadvantage without legitimate reason or where alternative criteria or practices could be adopted which have less adverse racial impact.
- Harassment where there is a hostile and unwelcome work environment and unwanted conduct based on race, or even racially offensive language or conduct.
- Victimisation which provides protection against retaliation for those who speak up and raise concerns

### **Monitoring and review:**

This policy will be monitored on an ongoing basis and will be formally reviewed every 2 years or sooner if required.

### **Linked Policies:**

This Policy should be read alongside:

- Equality and Diversity Policy
- Bullying and Harassment Policy

### **Reporting:**

Bird College Equity and Inclusion Disclosure Form offers staff, students and visitors a means of reporting concerns. This form should be used by Bird College staff, students, and visitors to submit a disclosure about an incident(s) of harassment, discrimination, violence or abuse pertaining to any of the 9 Protected Characteristics detailed in the Equality Act 2010.

The form can be found here:

<https://forms.office.com/r/CHtdTYi2iW>

Should you have any questions, please contact the Principal and Artistic Director [luis.deabreu@birdcollege.co.uk](mailto:luis.deabreu@birdcollege.co.uk) or refer to the Equality and diversity Policy.

This statement relates to:

- all members of the senior leadership team, including Trustees and Directors
- all staff, including members of the executive group
- all students
- all contractors, partners, and third-party providers
- all visitors, volunteers, and Alumni

**Document Control:**

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