



## **Commitment to Anti-Racism**

We stand against racism in all its forms, and with those who also stand against racism in all its forms. We strive to ensure that our organisation is free from bias and aim to question our own prejudices and ignorance, and to meet the urgent need to continue to educate ourselves.

We will be unwavering in our actions against racism within our own organisation. We pledge to our staff that if they ever experience any form of racial discrimination directly, or through casual comments or insensitivity, or witness it when directed towards others, that they feel able to raise concerns without fear of repercussions and are confident in our responses. We are committed to learning by listening, and that is how we aim to continuously improve.

If any member of staff has experiences that do not meet our commitment or their own expectations, we urge them to speak to their manager and utilise the whistleblowing policy.