

CHARTER FOR RACIAL JUSTICE IN EDUCATION

MAKING EDUCATION ACCOUNTABLE TO COMMUNITIES

Schools, colleges and universities belong to all sections of society. The open pursuit of learning and debate is an asset to us all – and it is in the interests of our collective learning that all are involved.

EDUCATIONAL INSTITUTIONS HAVE AN IMPORTANT ROLE AS EMPLOYERS

Schools, colleges and universities will:

- monitor processes of advertisement, appointment, promotion, training, retention and contractual status in order to achieve equality for staff at all levels and report outcomes and remedies to the workplace community, including trade unions.

EDUCATIONAL INSTITUTIONS ARE IMPORTANT COMMUNITIES OF LEARNING FOR DIVERSE GROUPS OF STUDENTS

Schools, colleges and universities will:

- strive to create diverse multicultural communities of learning that value students from many backgrounds.
- have robust and transparent procedures in place to challenge and eliminate any forms of discrimination/harassment against staff or students and create spaces of debate and exchange that ensure the safety and intellectual growth of all participants, including when addressing controversial or sensitive topics of enquiry.
- monitor policies, applications, offers, conversion rates, participation, attainment and retention of students and staff from diverse backgrounds and make their strategies to achieve, maintain and support a diverse student body publicly available.

EDUCATIONAL INSTITUTIONS HAVE A RESPONSIBILITY TO SAFEGUARD OUR SHARED INTELLECTUAL HERITAGE

Schools, colleges and universities will:

- offer and maintain courses that attract a wide range of students from many backgrounds.
- ensure that courses include examination of global traditions of learning and an understanding of the contribution of diverse regions and communities to our shared knowledge of the world.

EDUCATIONAL INSTITUTIONS ARE A RESOURCE FOR THE WHOLE COMMUNITY

Schools, colleges and universities will:

- work with all local communities to increase access to education and spaces for civic debate.
- have and act upon policies against harassment, bullying and discrimination and make these policies publicly accessible.
- provide support and advice to those facing harassment, bullying and discrimination, monitor all incidents and outcomes of alleged harassment, discrimination and hate crime and provide annual reports to all members of the institution, including reporting institutional strategies to address these issues.
- ensure that their governance structures are reflective of the communities that use the institution and accountable to students, staff and the larger community.