

Our statement on Anti-Racism

Inspired by our students, staff, Akala, Runnymede Trust, Charity So White, The Black Leadership Group, Shereen Daniels and other Anti-Racist advocates, we have refreshed our values to include Anti- Racism. This statement outlines our commitment to challenging and dismantling racism as we work toward becoming an Anti – Racist College.

In a racist society, it is not enough to be non-racist. We must be anti-racist."

(Dr Angela Davis)

Our Understanding of racism

These are the definitions of racism that Fircroft College works with:

➤ **Individual racism**

This involves discriminatory assumptions, thoughts, attitudes, behaviours and actions **towards people** from the global majority, based on the belief that these individuals are inferior due to their skin colour. If unidentified, unchallenged and not dealt with, can become normalised causing harm to individuals and communities i.e. physical and mental health and wellbeing.

➤ **Institutional racism**

This form of racism involves discrimination that is **embedded within organisations** and can include 'discriminatory treatments, unfair policies or biased practices" (Daniels, 2023) amongst other practices. When unaddressed, it affects individuals' wellbeing, contributes to toxic workplace cultures, increase staff turnover which can all undermine organisational success.

➤ **Systemic racism**

'Set up for some to fail'

(Quote from a student at Fircroft College)

"Systemic racism involves discrimination that is **entrenched in societal structures**, upheld by power, privilege and education, making it difficult to detect and dismantle. It creates and perpetuates racial inequity at all levels (both institutional and individual) and requires a collective effort to overcome."

Our college commitment

We recognise and value the many lived experiences of racism, they are real and valid experiences that impact the global majority. We equally acknowledge the ongoing harm caused by systemic racism, which results in unfair outcomes for the global majority.

As an adult education institution, our role is crucial in challenging these harmful systems.

We want to change the narrative through the learning, our environment and overall support we provide, creating an educational system where all human potential is maximised, and racial equity is paramount.

How we challenge:

Individual racism

- **Enrichment:** Creating protected spaces for students to share their voice and seek support.
- **Curriculum:** Incorporating critical discussions on racial injustice, empower staff to address racism confidently and seize 'teachable moments'
- **Whole college:** Continuing to offer staff learning opportunities and protected spaces for staff voice, maintain up-to-date anti-discrimination policies, and implement and monitor equity practices.

Institutional racism

- **Enrichment:** Promote cultural awareness and celebrate the heritage of all our students and staff.
- **Curriculum:**
 - Diversify content and support critical thinking for our learners to help them understand the world they live in, advocate for themselves and others and explore their imagination.
 - Retain and develop our College of Sanctuary status to broaden access for global majority communities, this includes our community projects and free informal ESOL programme.
- **Whole College:**
 - Ongoing support for all staff to develop a meaningful understanding of Anti-racism and being an Anti-racist.
 - 'Walk the walk' when it comes to our values, upholding them in all that we do across the college and supporting each other in doing so including staff, students, volunteers, partners and all stakeholders.
 - Continuing to support internal anti-racism initiatives like our Race for Justice team.
 - As part of our partnership with College West Midlands, jointly condemning public displays of racism which impact our communities accordingly

Systematic racism

- **Enrichment:**
 - Hosting social justice cafes to discuss how systems can create disadvantage for global majority individuals and communities, challenging narratives and inspiring change.
- **Curriculum:**
 - Continuing to monitor outcomes for global majority students on courses using our satisfaction, achievement, completion, participation, progression and impact data.
 - Continuing to teach how systems can create disadvantage for global majority individuals and communities via our social science subject delivery.
- **Whole College:**
 - Continuing to provide a restorative environment for recovery and rest using our physical space and continuing to offer food, accommodation, subsidised or free courses.
 - Training our leaders and teams in dismantling discriminatory beliefs at all levels.
 - Reviewing policies through an anti-racist lens and collaborate with other FE colleges to address systemic racism i.e. College West Midlands.
 - Developing coalitions that intend on dismantling systemic racism in FE and challenging through collaboration with FE colleges and Anti-Racist advocates.
 - Taking a critical lens on the language used through all levels of the college.

This is an ongoing journey towards becoming an Anti-Racist College, aligning with our vision of 'learning to become a better world' and our mission 'to promote social justice by providing adults with an excellent learning environment for personal, professional and political development'.

We thank the below voices that have inspired our statement alongside our Fircroft students, volunteers and staff:

- [Shereen Daniels - Gifted speaker, educator and bestselling author \(shereen-daniels.com\)](https://shereen-daniels.com)
- [Charity So White](#)
- [The Runnymede Trust](#)
- [Black Leadership Group](#)
- [Home - Akala Music](#)

* Global Majority is used in this statement as a collective term founded by Rosemary Campbell Stephen's work. It refers to people who identify as Black, African, Asian, Brown, Arab, mixed-heritage, are indigenous to the global south, and or, have been routinely racialised as 'ethnic-minorities'. Globally, these groups currently represent approximately eighty-five per

cent (85%) of the world's population making them the global majority now. You can read more here <https://rosemarycampbellstephens.com/service-post/keynotes-on-the-global-majority-mindset/>