

OUR ANTI-RACISM PLEDGE

At RTSFC, we will...



Be up-standers
not by-standers.



Promote workplace
inclusivity.



Develop a more
diverse curriculum.

Create safe spaces and
forums for staff and
students.



Provide our students
with meaningful
mentors.



At Richard Taunton Sixth Form College, we are proud to welcome students and staff from a diverse range of backgrounds. In response to the Black Lives Matter movement, we have created an anti-racism pledge which highlights some of the ways we wish to bring about positive change in our college and wider community.

1: Be up-standers not by-standers.

We pledge to be an inclusive community where we educate our staff, students and wider community to be up-standers not by-standers. We will do this by training our students and staff and encouraging them to have honest and open conversations with us via our student and staff voice surveys.

2: Promote workplace inclusivity.

We pledge to promote workplace inclusivity and look at ways to attract a more diverse pool of applicants that better reflects our college community. We will do this by considering where we advertise for roles within our organisation and how we represent diversity in publication materials.

3: Develop a more diverse curriculum.

We pledge to develop opportunities within our curriculum so that it reflects the diversity of our college community. We will do this by auditing the schemes of learning in each department, training staff and sharing with them examples of inclusive teaching.

4: Create safe spaces and forums.

We pledge to create safe spaces and forums for our students and staff to share their experiences and receive support. We will do this by conducting staff and student voice surveys, providing opportunities for members of our college community to join our EDI group, and by developing a mentor scheme.

5: Provide our students with meaningful mentors.

We pledge to work with our local community to enable our students to have meaningful mentors to aid personal, social, health and emotional development. We will do this by providing a mentor scheme designed to support our diverse student community.