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BIG CREATIVE TRAINING
UPLANDS HOUSE
UPLANDS BUSINESS PARK C
LONDON E17 5QJ
TELEPHONE: 020 3873 5800
WWW.BIGCREATIVE.EDUCATION



BCT Anti-Racism Policy

Black Lives Matter, and everyone at BCT stands shoulder to shoulder against racism, hate and bigotry in all its forms.

BCT was founded to tackle educational inequality and has worked with diverse communities for over 20 years to enable and facilitate social mobility. Our ambition is to lead the sector in terms of our response to Black Lives Matter and for this to happen our actions must be systemic and permanent, and led by the directors of the organisation.

One of the amazing things about BCT is our diversity and we cannot ignore the fact that the communities we serve have been affected by these issues in many ways, over long periods of time.

We are reminded that education is one of the solutions to the problems of structural racism our society faces, and we can be rightly proud of the work BCT has done to support black people in creating opportunities and to address the wider issues around racism in British society.

There is always more that can be done and are working together to address structural inequality for black people and other groups, both in the organisation and in wider society; through our actions in terms of how the company is run, and also through the incredibly important work we do educating young people.

Our college is situated in the middle of Waltham Forest in an area of great diversity. Our learners and staff come from a wide range of backgrounds and have a lot of experience of other cultures. However as a college it is essential that ignorance, confusion and misinformation are challenged, and that through training and education we ensure opinions about other cultures do not become stereotyped.

When faced with racism in any of its forms it is often argued that the answer lies in better education, and as a college we are perfectly placed to ensure that underlying attitudes are challenged and that our learners and staff are fully educated about these issues.

We expect all staff and learners to find our college a safe and welcoming place where they can achieve success, irrespective of their nationality or ethnic background. It is not possible to achieve this if any of the college community face prejudice or hostility because of their ethnic origins.

We therefore need to have in place an anti-racist policy which ensures equality of opportunity for everyone. By having such a policy and ensuring the principles in it are activated and enforced, we give a clear message to everyone in the college community that anti-racism will be promoted at every opportunity.

All staff are expected to respect the rights of others and to respect those with different beliefs: expressing a personal view in an unprofessional way would not be tolerated.

Principles



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The college is an anti-racist establishment and is committed to:

- Defining anti-racism
- Ensuring college policies address racism in all its forms
- Addressing structural racism in the organisation and wider society
- Ensuring action to support victims of racism
- Recording and reporting racist incidents

Definition of anti-racism

“Anti-racism is the active process of identifying and eliminating racism by changing systems, organisational structures, policies and practices and attitudes, so that power is redistributed and shared equitably” (NAC International Perspectives: Women and Global Solidarity)

The college is committed to anti-racism being an active process in which all members of the college community are trained and empowered to:

- Take decisions that are anti-racist
- Use funding and resources in ways which combat racism
- Ensure that policies and procedures are anti-racist
- That any incidences of racism are dealt with appropriately
- That all people in the college community have the opportunity to achieve

Definition of structural racism

“Structural racism is the exertion of power and privilege based on race and class.”
(<https://www.tuc.org.uk/blogs/shining-spotlight-structural-racism-britain-today>)

As well as the measures detailed in this document the college will continually review governance and management arrangements to ensure that structural racism, if and where it exists in the organisation, is tackled and removed.

Effective promotion of anti-racist practices

The college welcomes the diversity of cultures, backgrounds, faiths and beliefs and celebrates the home languages, dialects and accents of all learners, staff and others associated with the college.

We will ensure that the college nurtures an ethos and environment where all are valued and where views are taken into consideration. This embraces a culture that enables all who teach and learn in the college to review their practices and behaviours, to have the confidence to build on prior experiences and to make appropriate changes.

All associated with the college are committed to dealing with structural racism, incidents involving racism (including prejudice and stereotyping), racial harassment, and racist name calling whenever they occur.



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Staff training

Staff training is an incredibly important part of the anti-racism arrangements at BCT. Through consultation and discussion with colleagues we will identify the areas of need and ensure that all staff are trained in anti-racism best practices.

We are committed to ongoing training of all staff, at all levels of the organisation, to ensure that staff have the information they need. The training needs will be subject to ongoing review to ensure they are appropriate and we stay up to date.

Sharing of best practice

BCT recognises that as well as looking inwards to tackle racism, it is essential to work with other education organisations (including our sister organisation Big Creative Academy) to collaborate, and find and share examples of best practice.

Curriculum

We will use the curriculum to teach tolerance and opportunities across all subjects to support learners in valuing cultural diversity and understanding.

As part of this we are committed to a fundamental curriculum review over time including the decolonisation of our curriculum where this exists. We will work towards embedding specific histories and critical perspectives in curriculum e.g. highlighting and exploring issues of representation in the arts or exploring the roots and social dynamics behind the musical genres and media forms we teach.

We will also explore teaching methodologies and ways in which we can make our pedagogy actively anti-racist and ensure that resources and activities are diverse and promote anti-racism. Any unconscious bias that is present in the curriculum will be removed.

We are committed to identifying cultural awareness issues across **all areas** of the BCT curriculum: vocational, maths and English, and self-development programme (SDP), and to maximising opportunities both within and outside the classroom to promote greater understanding and to lead learners towards becoming confident and positive contributors to their community and effective users of its services and facilities, according to their maturity.

The holistic curriculum is also key in enabling learners to gain insights into the origins and practices of their own cultures, and into those of the wider community.

More specifically, there are regular opportunities available through SDP lessons to learn about Black British history and to help prepare learners to meet their responsibilities as citizens in a multi-cultural society.

Within this context, the college will continue to teach learners the difference between right and wrong and the need to respect one another as well as themselves. We will seek to promote racial harmony and prepare learners for living in a diverse and increasingly



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interdependent society. We will specifically address racism, sexism and other forms of discrimination.

Inclusion and the use of data to identify areas for improvement:

As an anti-racist college, directors, managers and staff will ensure that:

- all learners achieve as much as they can regardless of their ethnicity, and derive maximum benefit, according to their individual needs, from what the college provides
 - learners, or groups of learners, who are underachieving are identified and strategies are put in place to increase their rate of progress
 - differences between learners, or groups of learners in terms of achievement, teaching and learning, and access to curricular opportunities can be explained, founded on the effective use of relevant data
-
- there is a continuous system of monitoring, evaluating and reviewing the strategies implemented, including tracking the progress of individual learners
 - account is taken of learners' views as we seek to remove barriers to attainment and progress
 - We acknowledge that where gaps in achievement exist this may be reflective of systemic and structural struggles, and that we will use gaps in achievement as one of the tools at our disposal to ensure we are anti-racist college

Staff representation

It is extremely important that the college staff team is representative of the community we serve. We will use demographic information from our equality plan in comparison with the learner cohort and the local background population to ensure that we are representative. If there is under or over representation of any particular group(s) we will positively and actively address this over time while remaining in line with employment law.

Acknowledgement and reference to the specific experiences of black staff and students

BCT believes it is important to include the experiences of black staff and students where they are related to experiences in the work place or while studying. We will ask staff and learners to contribute anonymously via an online survey and include the feedback given in future versions of this document.

Safe spaces / groups for staff and students to facilitate discussion and sharing

It is extremely important for staff and students to have safe spaces for ongoing discussion and sharing. We will finalise arrangements for this as part of the working group but initial ideas include an online group meeting regularly and facilitated by learners (with appropriate support from staff).



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Community engagement

It is desirable that the arrangements for anti-racism at BCT involve the community: including parents and carers, and students, as well as local people, businesses and employers. We would like to involve these groups at an appropriate stage.

Behaviour policy / anti-bullying policy:

We will include racial issues in the college's behaviour and anti-bullying policies, which will reference our principles of promoting anti-racist practices and behaviour.

Racist incident reporting:

All incidents which appear to have racist connotations will be dealt with using existing college grievance or disciplinary arrangements and in addition reported to the Director of Operations (DOO) at the earliest opportunity.

Employer responsibilities:

The college has in place appropriate personnel policies and procedures which meet our legal responsibilities and promote good practice in equal opportunities, including:

- recruitment and selection procedures
- a code of conduct for staff
- induction arrangements for staff newly appointed to the college, including staff handbook

Management committee responsibilities

The management committee will ensure that:

- all staff understand and implement this policy
- staff training needs on anti-racism are met as detailed above
- the policy is communicated to visitors, contractors, service providers and others associated with the college

Action plan

Colleagues have put forward many ideas for consideration as part of the company response and these will be detailed in the action plan we have created. We have included the headline areas below for information (not intended to be a fully comprehensive list) as all the detail is in the plan:

- Review and rewrite policies and procedures including specific reference to anti-racism
- Fully update the equality plan and ensure it is used to drive change



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- Provide staff and learner training to ensure the BCT community understands the social and political context historically and today
- Ensure website, socials and all communications reflect the organisation's approach
- Proactively ensure employer partners provide opportunities for our young people from the black community, and diverse and disadvantaged backgrounds
- Update the curriculum to ensure diversity in content and resources
- Ensure black history including the black British experience is firmly included in SDP sessions
- Review the HR arrangements to ensure equality and diversity in the workplace and representation at all levels in the organisation, including pay and pathways to leadership roles
- Work in partnership with BCA across the BCE organisation to ensure consistency
- Create a diverse working group of interested BCT staff who will advise and support the work and will also hold the directors to account for the action plan
- Convene a diverse new advisory board for BCT, consisting of senior education and industry voices from all backgrounds to advise company on future direction, that will in part be responsible for ensuring the organisation continues to progress in its response
- Ensure that the mental health and wellbeing of black staff and students is supported appropriately

Date Updated	To Review	Responsibility
July 2025	Jul 2027	BJ