

St Clare's Commitment to Justice and Non-Discrimination

The Black Lives Matter movement has galvanised people and institutions around the world to seek meaningful change in the systems, structures and mindsets that have, consciously or not, fostered racism and other forms of prejudice.

St Clare's is committed to addressing these issues. Our mission is to advance international understanding and nurture students to be global citizens. Racism or *any form of discrimination* is anathema to our core values. St Clare's was founded after the Second World War with the goal of creating champions for peace, understanding and non-discrimination. This foundation supports the work we need to do to confront our world's crisis of racial injustice.

All people regardless of their race can be victims of economic deprivation and class and/or racial prejudice. St Clare's is committed to tackling all forms of discrimination and to making the college a more inclusive environment, as a place to study and to work, for people of all backgrounds.

We seek to enhance the commitment of the college to justice and non-discrimination in the following concrete ways.

With involvement of the BLM Working Group, the Principal will report annually to the Governing Body on the degree to which each of the criteria below has been met.

Items in italics are aspirational and may not necessarily be achievable or fully achievable in the short term. Wider societal factors such as the low numbers of teachers from ethnically diverse backgrounds nationally, and the challenge of attracting applicants from economically deprived backgrounds, mean that it may be some years before such targets can be reached.

Staffing and Staff Recruitment - Action by: Governors, SMG, HR, Marketing

- *Take positive action to recruit senior managers and governors from ethnically diverse backgrounds.*
- *Actively encourage job applicants from a wide variety of ethnic and other backgrounds by ensuring that job advertisements are placed in publications and on websites readily accessed by potential candidates.*
- Ensure that existing staff are prepared to welcome leadership from colleagues of any ethnicity and that perceptions of tokenism are challenged.
- Provide support and mentoring for all members of staff from an appropriate variety of ethnic backgrounds
- Appoint a governor and a staff member as diversity and inclusion champions, to facilitate regular diversity and inclusion training for all students (including the student CAS diversity group mentioned below) staff and governors, and to monitor college performance against these criteria.

- Ensure that people of diverse racial backgrounds are portrayed prominently and positively on all promotional materials.
- Keep the St Clare's Equal Opportunities and Dignity at Work policy under review.

Student Access and Admissions (including the provision of scholarships and bursaries) – Action by Governors, SMG, Admissions, Marketing

- *Actively encourage more applicants from ethnically diverse backgrounds (from Oxford, from the rest of the UK and internationally).*
- Employ an existing member of staff from a non-white background as an ambassador to reach out to local schools.
- Ensure that candidates for scholarships and bursaries of any ethnicity are welcomed, made to feel included and well-prepared for the scholarship assessment days.
- *Initiate a minimum target of two full day scholarships or one full boarding scholarship (or one day and one boarding scholarship) per year for young people from ethnically diverse backgrounds at the discretion of the Principal. Be ambitious to develop the number of students from both ethnically diverse and economically disadvantaged backgrounds by seeking financial backing from alumni.*
- Target more African, South American, Caribbean, south Asian countries and black and other non-white communities in the UK and USA for student recruitment using social media and the testimonial experience and networks of present and past St Clare's students from diverse heritages

Curriculum Content and Style – Action by: Governors, SMG, IB HoDs, IC Academic Management Team, all academic staff, Library, CAS Team

- Ensure that all academic courses begin with sessions which place internationalism, cultural awareness and respect for other cultures at their heart.
- Ensure that the St Clare's Pre-IB curriculum (all subjects) reflects diversity by incorporating resources and materials from educators, authors and academics of diverse cultural and ethnic backgrounds and that it also examines issues from a non-European perspective.
- Where IB Diploma courses offer options, set books or topics which are non-Eurocentric teachers should ensure that students experience a balanced diet of different cultural perspectives.
- All academic staff actively to seek out more diverse voices and non-white experts as visiting speakers.
- Ensure that the Library is well-stocked with texts and other materials by authors and academics of diverse cultural and ethnic origin, and that these resources are displayed prominently and become recommended reading for all students.
- Redesign the PSHE curriculum to place greater emphasis on raising awareness of racial justice and cultural sensitivity.
- Create a CAS group whose function is to work with the staff and governor diversity and inclusion champions to monitor progress towards improved racial justice and cultural sensitivity, and to lead workshops on problems such as microaggressions, unconscious bias and discriminatory language.

College Culture, Atmosphere and Relationships – Action by: Governors, SMG, all staff, all students

- Celebrate diverse cultures via special presentations to students and staff by students from a variety of ethnic heritages, and provide opportunities for all students to experience art, music, drama, dance and food from non-European cultures.
- Ensure that the college is a safe space for all cultures, including disadvantaged sections of society, and that students who have been victimised have the confidence to feel that they will be taken seriously and respected if they come forward. Break down the cultural taboo which surrounds talking about race and class.
- Initiate an explicit zero-tolerance college policy towards racially offensive behaviour and language, not placing responsibility on the complainant to decide how seriously they wish to take the offence but imposing standard college sanctions. Persistent offenders would forfeit their place at the college.
- Encourage white community members to work to change the way they interact with persons of colour, making sure they behave and speak in a collegial and sensitive manner.
- Embed training in issues such as unconscious bias, racial, regional or national stereotyping, class-based prejudice, offensive language, microaggressions and cultural diversity in student induction/orientation at the beginning of each academic year.
- Initiate a system of buddies or college brothers/sisters to mix year groups and nationalities to discourage narrow cultural clusters and offer support.

St Clare's Mission and its Wider Influence in the World – Governors, SMG, academic staff, students

- Establish partnerships with schools in a number of African countries and other countries around the world to address together issues of racism, discrimination and social justice.
- Lobby the IBO to make their PYP, MYP and IBDP specifications as culturally diverse as possible, to place less emphasis on Euro-centric content and to acknowledge the intellectual, cultural and scientific achievements of non-white people.
- Join the School Inclusion Alliance, a UK-wide network of independent schools which have pledged to take tangible steps to embed inclusion into their school culture.
- Organise a Student Diversity Leadership Conference at St Clare's in 2022 for students from a wide variety of backgrounds from beyond the college to participate in (similar to: <https://pocc.nais.org/About/Student-Diversity-Leadership-Conference>). Working with the Boarding Schools Association and BAISIS, show leadership in this area to UK independent and state schools.