Glasgow City Council Education Services

Anti-Racism Charter

2023

Appendix 1

Our Commitments

We will:

promote a rights based approach to learning and wellbeing, understanding racism in the context of GIRFEC wellbeing indicators, children's rights and human rights.

ensure processes for reporting, recording, monitoring, and dealing with racism and racist incidents enable all staff and learners to come forward and that a consistent zero tolerance approach is taken.

engage in necessary reflection upon our assumptions and biases, our racial and social identities and those of others, and consider the impact these have on our professional practice.

foster an anti-racist culture where racism can be discussed openly, honestly and with humility, and with a willingness to take risks and make mistakes while remaining accountable for our actions.

model personal and collective leadership across the education system, both in actively promoting an antiracist culture and in supporting people who experience racism.

safeguard against racism and discrimination, understanding these as a source of serious harm for learners, colleagues, families, carers and wider community members.

maximise actions to overtake the 2030 recruitment and retention target for Black and Minority Ethnic teachers in Scottish education, as outlined in the Teaching in a Diverse Scotland reports.

Douglas Hutchison
Executive Director of Education Services October 2023