

ANTI-RACIST ACTION PLAN 2022-2024

A STUDENT GUIDE



OUR MISSION

A Catholic college for the community, seeing to discover and realise the full potential of all in an atmosphere of love, service and respect inspired by Christ.



OUR VISION

St. David Sixth Form College strives to establish and sustain a community that gives witness to Christian values and belief, especially those that relate to **human dignity** and the **common good**. We are committed to the **education of the whole person**; valuing and celebrating the **uniqueness of each individual**. We want our students to reach their **full potential**; a potential given to them by God.

We are committed to being a college which offers **safety, equality and inclusivity** to all that study and work within it. We strive to be a college where all students, **regardless of their socio-economic, ethnic or cultural background**, receive high-quality care, support and guidance. We work to make a **measurable difference to our students' life chances** by implementing strategies and actions aimed to reduce the inequalities they experience. We work to ensure that our students and staff feel **united by their differences rather than divided**; we want **diversity to be celebrated**.

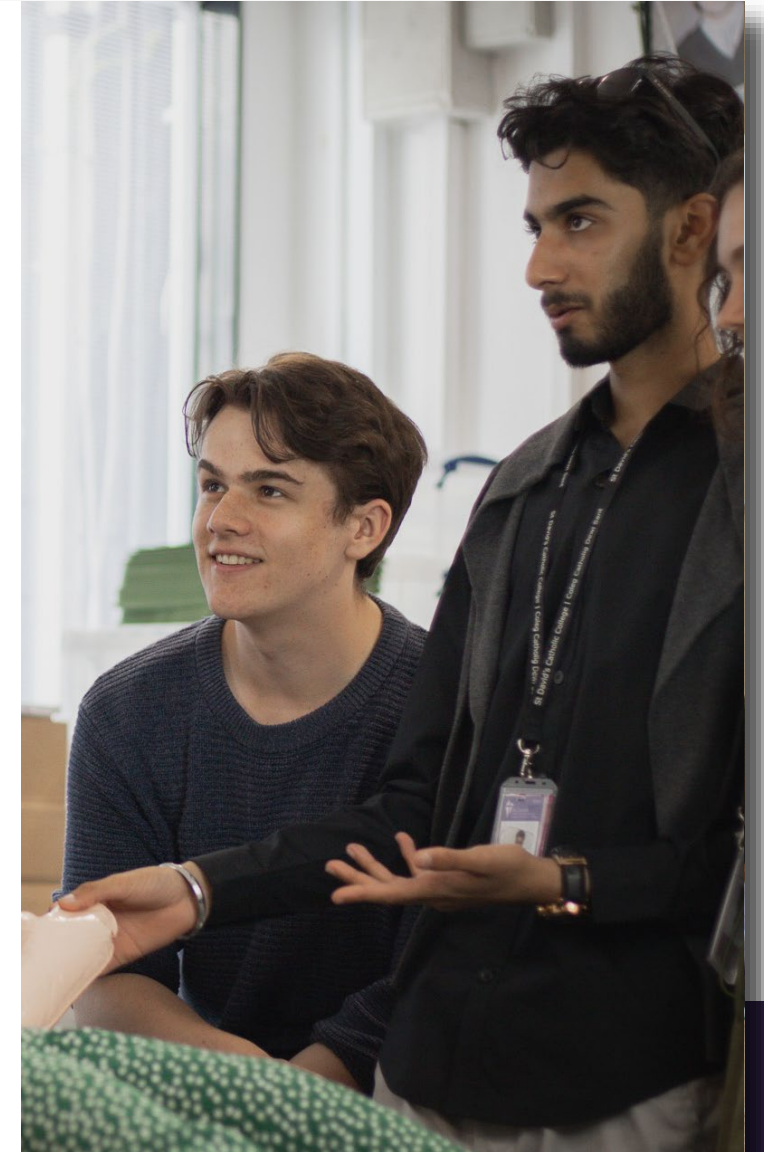
St. David's Sixth Form College **does not tolerate racial harassment** and it **condemns all discriminatory behaviour**. We are committed to challenging and removing all racism through our practices, policies and procedures.



WHAT KIND OF COLLEGE DO WE WANT TO BE?

WE WANT TO BE A COLLEGE THAT:

- that provides an environment in which learners are enabled to **build and deepen their relationship with God**;
- that fosters a **culture of academic excellence**;
- where each student is **believed in and cherished**;
- where **all talents and abilities** are **recognised and celebrated**;
- where **individuals' contributions and accomplishments** are **appreciated**;
- where **everyone** is treated **fairly and justly**;
- where we try to ensure that all students reach their full potential regardless of their **economic background, religion or ethnic group**;
- where **encouragement and support** are **freely available** to ensure that all students reach their **fullest, individual potential for excellence**; and
- where we **help one another and work together with enthusiasm and generosity**, attempting to **model the Catholic values we promote**.



WHAT DOES BEING ANTI- RACIST MEAN?

- **Anti-racism is a journey** - it is possible to not be racist without being anti-racist.
- To be anti-racist is to try to **create an equal society**.
- Anti-racism is about fighting for and opposing racism; being an **'upstander'** rather than a bystander.

**"No one is born racist or antiracist;
these are choices we make."**

**"To be antiracist is a radical choice in the
face of history, requiring radical
reorientation of our consciousness."**

Ibram X. Kendi, 'How to be an Antiracist'

■ Please refer to this link for more information about being anti-racist:
<https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>





WHY IS ANTI-RACISM IMPORTANT TO US?

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- St. David's College strives to establish and sustain a community that **gives witness to Christian values and belief.**
 - The Catholic Bishops' Conference of England and Wales notes that '**racism is a sin and a violation of human dignity**' and also that '**every one of our parishes, schools and organisations has a responsibility to actively practise anti-racism in all aspects of our mission**'.
 - In accordance with Catholic tradition, St. David's aims to **realise such a vision of this Gospel message** through its **pastoral care, positive relationships, high quality curriculum delivery and opportunities for religious and spiritual growth.**
 - Welsh Government's target for Wales to **be an anti-racist nation by 2030.**

CONTEXT

- St. David's Sixth Form College is an **ethnically and culturally diverse college.**
- The proportion of learners from Black, Asian and Minority Ethnic backgrounds has increased steadily from 34% in 2016/17 to around **50% in 2023/24.**
- The 2022/23 figure and is well above the Cardiff's Black, Asian and Minority Ethnic percentage which is **20.8%**, the highest figure in South East Wales.
- St. David's percentage of learners from Black, Asian and Minority Ethnic backgrounds is significantly above the figure for **FE in Wales which is 7%.**
- The Black, Asian and Minority Ethnic population in **Wales is 6.2%.**

- Enrolment patterns on programmes and courses have been consistent over recent years. The highest concentration of learners from Black, Asian and Minority Ethnic backgrounds are in the **Subject Sector Areas of Sciences, Mathematics and Business, Administration and Law.**
- The College's staffing profile is predominantly White. **7% of staff members identify as Black, Asian or Minority Ethnic.**
- The College is exploring ways to increase the number of staff from **Black, Asian or Minority Ethnic backgrounds.**



WHAT ARE WE DOING TO BE AN ANTI-RACIST COLLEGE?

- We are looking at our **curriculum** schemes of work and lessons to try to include more culturally diverse case studies and curriculum content.
- Your teachers are making use of the use of **F.E. sector-developed anti-racism content**. You can explore this '**Anti-Racism Metaverse**' which is a Welsh Government-funded resources available to all learners in Wales: <https://www.antiracism.wales/>
- **Our Pastoral programme** has been adapted to reflect the impact of racism on black and white communities and to **promote anti-racist values and behaviours**.
- We want more Black, Asian and Minority Ethnic learners to volunteer to be **student representatives** so we hear from **all learners, whatever their ethnic background, about their experiences in the classroom**.
- We have **Student Engagement** and **Staff Engagement Groups** consisting of students and staff with lived experience who discuss issues related to those from Black, Asian and Minority Ethnic backgrounds in order to inform our planning.





WHAT ARE WE DOING TO BE AN ANTI-RACIST COLLEGE?

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- We will ask **teachers and other professional services staff** (staff in LRC, Student Services, Canteen etc.) to think about ways they can contribute to St. David's being an anti-racist college in their **annual review**.
 - Anti-racism is a **standing item on senior leadership meeting agendas** once a half term and on **governors' meeting agendas** once a term.
 - We will **promote anti-racist practice** on our **College website**.
 - We will provide a **forum for parents/ guardians** to **provide feedback** on anti-racism practices within the College.
 - We are continuing with the **annual Cultural Day** to **promote and celebrate the ethnic and cultural diversity** within our college.