



## **Bethnal Green Nature Reserve Trust Anti-Racism Policy**

**Last Updated: 1<sup>st</sup> May 2024**

### **ABOUT THIS POLICY**

This policy sets out Bethnal Green Nature Reserve Trust's (the "**Trust**") commitment to stand firmly against racism in all its forms.

#### **1. Purpose**

We believe in the inherent worth and dignity of every individual, regardless of race, ethnicity, nationality, or background. Racism has no place within our organisation, and we are committed to fostering an environment that is safe, inclusive, welcoming, and respectful to all.

We acknowledge that racism is a systemic issue that has deep roots in our society. We recognise the need for ongoing education, reflection, and action to dismantle racist and white supremacist structures, promoting equity and justice for all.

As stewards of the natural world, we understand that diversity is essential to the health and resilience of ecosystems. Just as biodiversity enriches our landscapes, so too does diversity enrich our communities. We celebrate the richness of human diversity and strive to create a space where everyone feels valued, heard, and empowered to contribute.

#### **2. Scope**

This policy applies to all individuals who visit, work, volunteer, or engage with the Trust, including visitors, employees, contractors, volunteers, trustees and partners.

#### **3. Commitments**

We are committed to:

##### **3.1. Educating Ourselves**

We commit to continually educating ourselves and our wider community about the impacts of racism and systemic inequality. We will seek to understand the experiences and perspectives of racialised individuals and groups and work to confront our own biases.

### **3.2. Creating an Inclusive Environment**

We are dedicated to fostering an inclusive environment where everyone feels safe, respected, and welcome. We will actively challenge discrimination and bias and promote diversity in all aspects of our operations.

### **3.3. Listening and Amplifying Voices**

We commit to listening to and amplifying the voices of racialised individuals and communities. We will actively create opportunities for meaningful dialogue and engagement, factoring the experiences and perspectives of those who have been historically marginalised through racist and colonial systems.

### **3.4. Taking Action**

We recognise that words alone are not enough. We will take concrete actions to address any racism we discover within our organisation and our broader community. This includes implementing anti-racist policies and practices, supporting initiatives that promote racial equity, and advocating for systemic change.

### **3.5. Accountability and Reflection**

We will hold ourselves accountable for upholding these commitments and regularly reflect on our progress. We will actively seek feedback from our community and adapt our strategies as needed to ensure we are effectively combating racism in all its forms.

The Trust is dedicated to being a force for positive change in the fight against racism. We invite our community to join us in this important work as we strive to create a more just and equitable world for future generations.

### **3.6. Upholding our principles**

- We uphold the principles of diversity, equity, and inclusion in all aspects of our operations.
- We recognise that racism is a systemic issue that requires collective action to address.
- We commit to actively challenging and dismantling racism in all its forms.
- We believe in the importance of listening to and amplifying the voices of racialised individuals and communities in respectful and collaborative ways.

## **4. Prohibited Behaviours**

The following behaviours are strictly prohibited:

- Verbal harassment, derogatory comments, or slurs based on race, ethnicity, nationality, or skin colour.
- Physical intimidation, violence, or threats motivated by racism.
- Exclusionary practices that deny access or opportunities based on race.
- Microaggressions, stereotyping, or racial profiling.
- Any other forms of discriminatory behaviour.

## **5. Reporting Procedures**

Anyone who experiences or witnesses' racism or discrimination at Bethnal Green Nature Reserve is encouraged to report it immediately. Reports can be made to the Site Manager or Chair of the Trust, either in person, via email, or through our anonymous reporting systems. Please following our [External Complaints Policy](#) or [Internal Grievance Handling Policy](#) for reporting concerns.

## **6. Investigation and Response**

All reports of racism or discrimination will be promptly and thoroughly investigated by the Bethnal Green Nature Reserve Board of Trustees. Investigations will be conducted impartially and confidentially, and appropriate action will be taken to address and rectify the situation. This may include disciplinary action, up to and including termination of employment or expulsion from the premises.

## **7. Accountability and Consequences**

Individuals found to have engaged in racist or discriminatory behaviour will be held accountable for their actions. Consequences may include disciplinary action, remedial training, or other reasonable measures deemed appropriate by Bethnal Green Nature Reserve management.

## **8. Training and Education**

We are committed to providing ongoing training and education for all employees, volunteers, and stakeholders on topics related to racism, diversity, equity, and inclusion. This includes unconscious bias training, cultural competency workshops, and bystander intervention training.

## **9. Community Engagement**

We actively engage with diverse communities to solicit feedback, build trust, and foster meaningful dialogue. We recognise the importance of partnering with local organisations and individuals to advance our anti-racism efforts and address the needs of all stakeholders.

## **10. Public Declaration**

Bethnal Green Nature Reserve publicly declares its commitment as an anti-racism organisation and will make this policy available to the public and stakeholders through our various communication channels ([website, governance policies](#), contracts, site induction packs).

We believe that by working together and upholding these principles, we can create a safer, inclusive and equitable environment at Bethnal Green Nature Reserve for everyone.

This policy will be regularly reviewed and revised to ensure its effectiveness and responsiveness to evolving needs and best practices. Feedback from all stakeholders is welcomed, solicited and incorporated into the policy as appropriate.

**Important Contacts:**

**Designated Senior**

**Lead for Safeguarding**

Name: Sajida Malik

Email address: [trustees@bethnalgreennaturereserve.org](mailto:trustees@bethnalgreennaturereserve.org)

**Deputy Senior Lead for Safeguarding**

Name: Michael Smythe

Email address [info@bethnalgreennaturereserve.org](mailto:info@bethnalgreennaturereserve.org)

**Designated Staff for Safeguarding**

Name: Ingrid Chen

Email address:

[treeschool@bethnalgreennaturereserve.org](mailto:treeschool@bethnalgreennaturereserve.org)