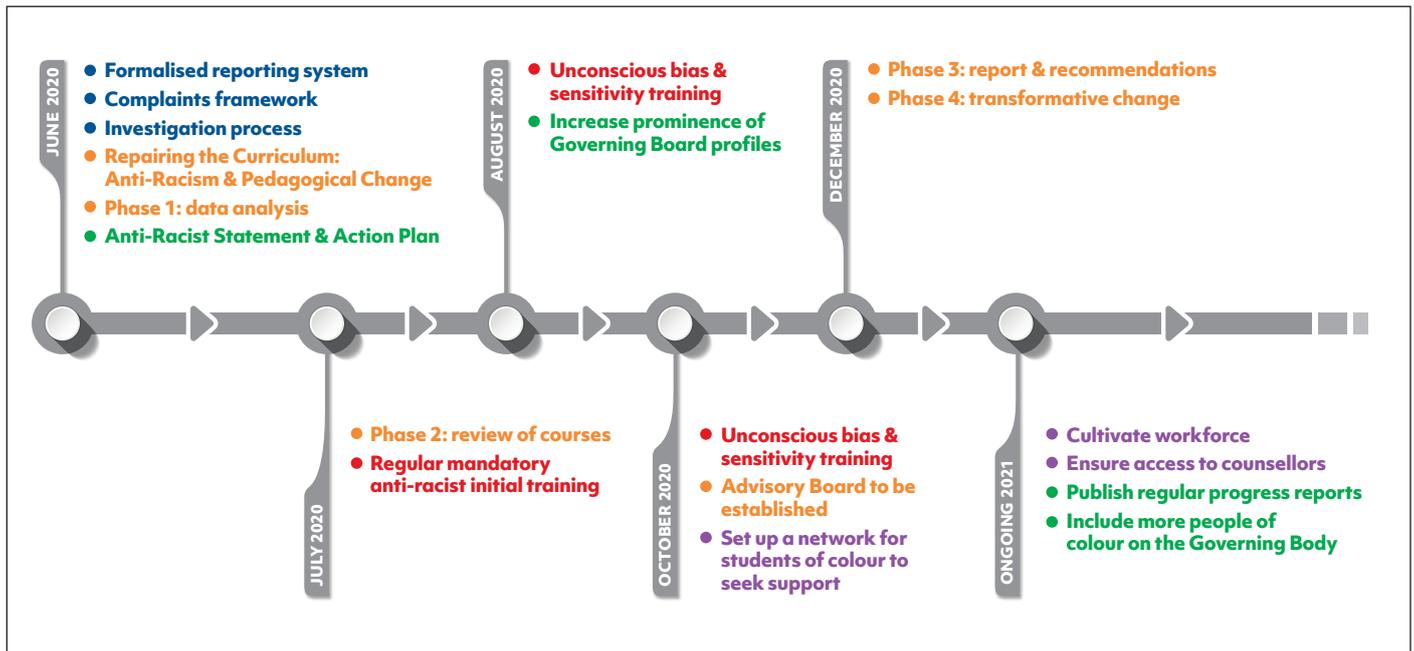


Anti-Racism at Central

- Complaints
- Curriculum
- Training for staff and students
- Representation
- Accountability



● Complaints

- 1) Set up and publish a clear, easy to use, reporting system and complaints process.
- 2) Central will investigate every complaint of racism received.

● Training for staff and students

- 3) Central will continue to deliver regular compulsory anti-racist training.
- 4) Central will commit to delivering unconscious bias and sensitivity training for all staff, visiting lecturers and Board members on a regular basis.
- 5) Central will deliver unconscious bias and sensitivity training for all students as part of their induction.

● Curriculum

- 6) To implement the 'Repairing the Curriculum: Anti-Racism and Pedagogical Change' project. This sets out a timescale and process for building concrete institutional change and embedding anti-racism into all Learning and Teaching at Central.
- 7) Establish an Independent Equity Committee including external Industry Professionals and Academics of colour to feed into the Repairing the Curriculum project. Members serving on the Committee will be paid a fee for services.

● Representation

- 8) Central will develop a workforce of more diverse academic staff.
- 9) Central will make sure students and staff have access to counsellors who have a lived experience of the Black identity.
- 10) Central will set up a network where students of colour can seek advice and support from alumni of colour.

● Accountability

- 11) Central will provide access to its Anti-Racist Statement and Action Plan on the homepage of the website.
- 12) Central will publish regular reports on progress to all stakeholders.
- 13) Central will make more prominent the profile of its Board members.
- 14) Central will continue to include more people of colour on the Board,