

ANTI-RACISM POLICY

Last reviewed and approved by trustees: September 2020
Next due for review: June 2022 (3 Year)

Our Vision

We envisage an inclusive society where LGBTQ+ young people are healthy, successful and celebrated.

Our Purpose

We support the wellbeing and creativity of LGBTQ+ young people in Cambridgeshire, Peterborough and surrounding areas through information, support and groups. We build inclusive communities to tackle inequalities through consultancy, training and education to all sectors.

Our Values

Relevant – Our learning and development is continuous.

Engaging – We are warm and welcoming.

Accessible – We create inclusive communities and safe spaces.

Community Led – We are motivated by the voices of LGBTQ+ young people.

High Quality – Our support and guidance are of the highest quality.



Commitment to Anti-Racism

The Kite Trust is committed to becoming an anti-racist organisation in all aspects of our activities. We note that racism can manifest itself in many ways. It is most easily recognised at a personal level through a display of prejudice, ignorance and stereotyping. This behaviour damages not only those subjected to it but also those who perpetrate it. More difficult to see but very damaging is cultural, systemic and institutional racism which operates to exclude those who are not White British, and especially those who are Black or other People of Colour.

Equal opportunities and anti-racism should be inherent to all of The Kite Trust's activities. The promotion of anti-racism should be seen as integral to our youth work, schools and training services. These services should provide activities and an ethos which will support children, young people and adults to appreciate and take an active role in the diverse society in which they live.

The Kite Trust is committed to being a workplace where staff and volunteers from diverse backgrounds feel included, valued and a sense of belonging. This in turn allows The Kite Trust to be in a strong position to promote equity in society by providing role models for children, young people and adult training participants. The presence of role models who identify as QTIBPOC (Queer, Trans and/or Intersex, Black and People of Colour) is of positive value to everyone involved with the organisation and our local communities.

Our service delivery should be sensitive towards cultural diversity and promote anti-racism. This may include meeting the needs of dress and diet or recognising needs during important periods in a religious calendar. This may also provide the means of celebrating cultural diversity.

Our youth work, schools and training services provide many opportunities to explore issues of equality and life in a diverse, multicultural society. Materials used should reflect and extend the experience of all service users and training participants. It is particularly important, where there are very few or no non-white service users or training participants, to review materials to ensure that they reflect the diversity of the society in which we live and to avoid stereotyping.

The Kite Trust should develop its services to meet the needs identified for any group of services users, and not just the majority. This may include specific services for LGBTQ+ young people who also: are Black or People of Colour; are people of faith; speak English as a second or an additional language; are Gypsy, Roma or Traveller; or are refugee and asylum seekers.

Staff development on equality issues including anti-racism should be recognised as essential and not peripheral to training needs. Anti-racism and awareness of unconscious bias will be part of an on-going training programme for all staff.