

Anti-Racist Policy

Approved by: Board of Trustees

Review cycle: Annual

Next review due: April 2027

Version: 1.0

Kent Sexual Assault and Abuse Services KSAAS

1. Policy Statement

Kent Sexual Assault and Abuse Services KSAAS does not tolerate racism in any form. We are committed to ensuring that our actions, decisions, and organisational culture do not sustain or reinforce racial inequality.

Anti-racism requires active, ongoing work to oppose racism and to promote racial equity—so that racial identity no longer determines life outcomes. Being anti-racist means demonstrating this commitment through behaviour, decision-making, and accountability.

2. Statement of Commitment

KSAAS is committed to intersectional feminism, anti-oppression, and anti-racism. We recognise that racism causes profound harm, including trauma, exclusion, and long-term inequalities.

We commit to challenging racism wherever it appears—interpersonally, structurally, or systemically—and to creating an environment where all staff, ISVAs, volunteers, trustees, and service users feel safe, valued, and respected.

3. Purpose of the Policy

This policy sets out KSAAS commitment to:

- Building an inclusive, diverse workforce
- Embedding fairness, transparency, intersectionality, and accountability in all practices
- Recognising and addressing the impacts of white privilege and structural racism
- Ensuring zero tolerance for racism, discrimination, harassment, bullying, or victimisation
- Creating a culture of trust where concerns can be raised safely and addressed promptly

Every individual has the right to a working environment free from racial discrimination and oppressive behaviour.

4. Scope

This policy applies to:

- All employees
- ISVAs
- Volunteers
- Trustees
- Contractors and agency workers
- Anyone representing KSAAS in any capacity

It covers all organisational activities, including service delivery, internal operations, recruitment, partnerships, and external engagement.

5. Principles and Expectations

All members of KSAAS are expected to uphold the following principles:

5.1 Dignity and Respect

- Treat every person with dignity, respect, and fairness.
- Ensure no one is subjected to racial discrimination, harassment, or inappropriate behaviour.

5.2 Leadership Accountability

- The Leadership Team and Board of Trustees must role-model anti-racist values.
- Leaders must challenge racism, act when concerns arise, and support staff and volunteers who raise issues.

5.3 Zero Tolerance and Active Intervention

- All individuals must challenge racism when it is observed or suspected.
- Speaking out is a shared responsibility; silence enables harm.
- Concerns must be reported promptly through appropriate channels.

5.4 Awareness and Reflection

- Acknowledge the existence and impact of racism, privilege, and oppressive practices.

- Engage in ongoing learning, reflection, and development to strengthen anti-racist practice.

5.5 Cooperation with Investigations

- All staff, volunteers, and trustees must fully cooperate with any formal investigation into allegations of racism or discrimination.

5.6 Commitment to Inclusion

- Contribute to a diverse, inclusive, and welcoming working environment.
- Celebrate difference and ensure equitable access to opportunities, support, and progression.

6. Implementation and Monitoring

KSAAS will:

- Provide training and development on anti-racism and anti-oppressive practice
- Review policies, procedures, and systems to identify and remove racial bias
- Ensure recruitment, progression, and decision-making processes are equitable
- Monitor concerns, complaints, and outcomes to identify patterns and areas for improvement
- Report progress to the Board of Trustees as part of governance oversight

7. Review of Policy

This policy will be reviewed annually or sooner if:

- Legislation changes
- New evidence or best practice emerges
- A serious incident or complaint requires policy revision