**Tower Hamlets**

**Anti-Racist Pledge**



1. About this Pledge

This Anti-Racist Pledge aims to send a clear and consistent message that racism will not be tolerated in Tower Hamlets.

The Tower Hamlets Black, Asian and Minority Ethnic Inequalities Commission concluded that racism still exists within institutions and structures in the borough, and challenges institutions who sign this pledge to achieve race equality in their organisation at pace. **Organisations will work together to make radical changes that close inequality gaps by advancing opportunities and ensuring the experience of racism within structures and institutions is eradicated**.

Organisations who sign up to the Pledge will commit to a shared set of principles and actions. Committing to be an anti-racist organisation is a commitment to:

* Not tolerating racist behaviour and calling out racism including micro aggressions.
* Training employees on what being anti-racist means.
* Address racial inequality and improve opportunity and access to services and employment.

It complements the ambitions of the No Place for Hate Pledge and signifies a commitment to challenging all forms of discrimination wherever it may exist in the borough.

Tower Hamlets has always been a borough committed to creating a cohesive, fair and inclusive community. For many years new communities have settled in Tower Hamlets, because of the opportunities to trade, do business and raise their families, creating a vibrant and diverse borough. One of the borough’s biggest strengths is its proud history of fighting racism and fascism and its continued commitment to diversity. With over 137 languages spoken and 43% of residents born in over 200 different countries, Tower Hamlets is one of the most diverse places in the country.

We recognise that achieving the bold vision set out by the Black, Asian and Ethnic Minority Inequalities Commission will require shared action, ownership, and resources from the borough’s statutory, voluntary, community and private sector organisations. We encourage all organisations in the borough to sign up this pledge and work with us to eradicate racism in the borough.

Organisations who sign up to this pledge will work to support and deliver the commitments set out in the Tower Hamlets Black, Asian and Minority Ethnic Commission’s recommendations. They will engage with the Tower Hamlets Race Equality Network and support them to monitor the delivery of the Commission’s recommendations, influence policy and decision making and facilitate a safe place for ongoing conversations about race equality in Tower Hamlets.

1. Commitment

 **We commit to be an anti-racist organisation and we will:**

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| **Data** |
| **Collate, disaggregate and analyse staff and board level data to understand barriers and areas of inequalities facing our Black, Asian and Minority Ethnic employees and community leaders at different levels.** **Publish disaggregated data, including ethnic pay gap and the ethnic profile of our senior leadership, and monitor progress in addressing race inequality amongst senior leadership.****Collate, disaggregate and analyse service user data to understand the barriers and areas of inequalities facing our Black, Asian and Minority Ethnic communities.** |
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| **Targeted Interventions** |
| **Recognise the variety and nuances within the needs of the borough’s different Black, Asian and Minority Ethnic communities and tailor interventions which address the challenges facing each community.** |
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| **Targets** |
| **Increase representation of Black, Asian and Minority Ethnic employees at senior levels and board level within our organisations through setting ambitious targets which deliver real change and year on year progress.**  |
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| **Influence** |
| **Utilise our influence over our contractors, those we give grants to and work in partnership with, ensure they comply and meet the standards of the borough equality pledge.**  |
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| **Awareness and Communication**  |
| **Raise awareness and communicate our commitments in this Pledge internally and externally to engage all employees and service users.**  |
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| **Additional Commitments**  |
| **In addition to the actions outlined above, we will also pledge to undertake the following actions to demonstrate our commitment to be an anti-racist organisation** |
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**By signing this pledge on behalf of my organisation, I pledge that we will address the issues identified, monitor our progress on an annual basis, and agree to be held accountable for the delivery of our actions**

**Organisation:**

**Name & Role:**

**Signature:**