**SIRKE 2022 Race Equality Statement**

We in Sheffield Institute of Education Research & Knowledge Exchange (SIRKE) acknowledge that the problem of racism exists at system, institutional and individual levels of the education systems of the UK. Research has repeatedly shown that racism operates through policy and practice at national, local, institutional and classroom levels from entry to primary school through to university education and employment, manifesting in teacher expectations, classroom practices and experiences, setting and streaming policies, school exclusion practices and university awarding gaps, among others (Gillborn et al., 2021).

We are committed to becoming an anti-racist centre. To reach this aim, we have an action plan with three inaugural objectives.  These objectives will be reviewed and updated annually through consultation with all members of the Centre.

If we are to progress towards becoming an anti-racist RKE centre, we will need to increase the ethnic diversity of our workforce. Recruitment is something that SIRKE has more limited direct control over, so objective 1 focuses on moving towards this aim.

1. To critically review SIRKE and SHU recruitment processes and practices, and to explore how these might be used/adapted to help increase the diversity of our full-time, part-time and casual work force.
2. To engage in honest respectful discussion about racism, how it operates and the impact it has.
3. To commit to identify and act in response to racism and discrimination we meet in our research, knowledge exchange, teaching and supervision.

This statement is focused on our commitment to becoming an anti-racist centre.  We recognise that racism operates in intersection with other social inequities of the UK education system that include (but are not limited to) sexism, classism, heteronormativity, ableism, ageism, and xenophobia. We are opposed to policies and practices that construct, enforce, or enable any form of social inequity at a structural, institutional and/or individual level.

Gillborn, D., Bhopal, K., Crawford, C., Demack, S., Gholami, R., Kitching, K., Kiwan, D. & Warmington, P. (2021) Evidence for the Commission on Race and Ethnic Disparities. Available at <http://epapers.bham.ac.uk/3389/>

Further references and sources can be found [here](https://www.shu.ac.uk/sheffield-institute-education-research/our-principles-and-ways-of-working)