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**THE INDEPENDENT INSTITUTE OF EDUCATION STANDS FOR ANTI-RACISM**



Over the past two weeks we have been challenged by several of our brave students to demonstrate that this is indeed true. For that reason, as leadership of The Independent Institute of Education and AdvTech, we state again our commitment to anti-racism. While we have processes, protocols and policies in place we know that some members of our community still experience hurt and indignity and as such we commit to doing more.



Students and staff who bring racism and prejudice to our attention will be protected and supported.



We will heal the trust deficit that exists in some spaces and we will do better. Where any student behaves contrary to this position, we will engage formally with them through our disciplinary processes. Where they show insight and remorse our approach will be restorative, developmental and compassionate. Young people learn from the context in which they live, and we are committed to providing an example of accountability and faith in the ability to grow and change and learn.



With staff, who are charged with the responsibility of modelling, leading and teaching, our approach is different. While all claims will be investigated fairly and thoroughly, and our formal disciplinary processes will be followed, we will honour our responsibility to protect students from harm and indignity.

We, like most institutions in the country, have work to do. We are in the process of reviewing our processes, curricula, policies and protocols and our engagement structures to give better effect to this position and we will engage with our students and staff accordingly.

The Independent Institute of Education and its parent company, ADVTECH stands for anti-racism.

We apologise for the hurt. We will do better.

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