

## *Anti-Racism Policy*

At Smart Skills Academy, we are committed to creating a learning environment that is inclusive, respectful, and welcoming to everyone.



We stand firmly against racism in all forms — whether direct or indirect, intentional or unconscious. Discrimination based on race, ethnicity, nationality, or cultural background has no place in our business or community.

### **Our Commitment:**

We treat all learners, clients, and partners with fairness, dignity and respect.

We actively promote equality, diversity, and inclusion across all our content and communications.

We do not tolerate racist language, behaviour, or attitudes in any form — whether online or offline.

We continue to educate ourselves and reflect on how we can improve our practices and remain inclusive.

### **If You Experience or Witness Racism**

If you ever experience or observe racism in connection with our services, please contact us immediately. We take all concerns seriously and will take appropriate action to address them.

We believe everyone has the right to learn, grow, and succeed without fear of discrimination. This policy reflects our ongoing commitment to equity and respect for all.

For questions or concerns, please contact: [gemma@smartskillsacademy.net](mailto:gemma@smartskillsacademy.net)