

The National Piping Centre Anti-Racism Policy

This policy applies to: Staff, Freelancers, Students, Visitors & Audiences.

This policy was reviewed on: 19/01/2026 by: Callum Stamper (Commercial Director)

This policy is due for review by: 31/01/2027

1. Introduction

The National Piping Centre (NPC) is committed to fostering an environment that reflects Scotland's rich and diverse cultural landscape where everyone is treated equally, with dignity & respect. We recognise the importance of acknowledging the longstanding under representation of minority groups within our wider community and this policy seeks to serve as the framework for our work to increase representation within our own programmes. This policy affirms our unwavering stance on absolute equity of opportunity and outlines our determination to actively combat racism in all its forms; whether that be within our organisation, in any of our programmes or in the wider community. We are guided by our EDI (Equality, Diversity, and Inclusion) policy & accompanying action plan. This policy has been written with the support of, and in line with, the Scottish Government's Coalition for Racial Equality and Rights - anti-racist policy making: review. [Link Here](#)

2. Definitions

We recognise the Scottish Government's definitions of Racism and Anti-Racism as defined in their document "*Anti-racist employment strategy*" which are taken from the guidelines laid out by the Equality and Human Rights Commission. [Link Here](#)

Racism: Treating someone unfairly because of their race, colour, nationality, or ethnic or national origins.

Anti-Racism: One who is supporting an antiracist policy through their actions or expressing an anti-racist idea.

3. Our Commitment to Anti-Racism

We are dedicated to creating a space where everyone, regardless of race, ethnicity, or cultural background, feels welcome, valued, and empowered.

We commit to:

- **Zero Tolerance:** We are committed to maintaining zero tolerance of racist behaviour.
- **Listening and Learning:** Continuously educating ourselves on issues of racism and unconscious bias and demonstrating this learning through our actions.
- **Representation:** Actively promoting diversity within our staff, board, performers, teachers, and audiences.
- **Accountability:** Measuring and reporting on our progress in fostering inclusivity and combatting racism.

4. Objectives

To fulfil our anti-racism commitment, we will:

- Ensure that all recruitment, promotion, and employment practices are equitable and inclusive.
- Provide regular training and development on anti-racism, diversity, equity, and inclusion for all staff, volunteers, and trustees.
- Audit our programming, educational activities, and artistic curation to ensure they reflect a diverse range of voices and experiences.
- Partner with organisations, artists, and communities that are underrepresented or have faced barriers within the arts sector.
- Implement robust mechanisms for reporting, addressing, and preventing discrimination and racist behaviours.

4. Responsibilities

- **Leadership:** The NPC Board and senior management will champion this policy, ensuring accountability and strategic oversight.
- **Staff and Volunteers:** Every individual within the NPC is responsible for promoting an inclusive environment and upholding the principles of this policy.
- **Partners and Collaborators:** We will engage only with partners who share our commitment to anti-racism and inclusivity.

5. Training and Education

We will deliver ongoing anti-racism training and educational initiatives, including but not limited to:

- Understanding unconscious bias and privilege.
- Effective strategies for calling out racism and micro-aggressions.
- Creating inclusive learning and work environments.

6. Reporting and Addressing Racism

We take all reports of racism seriously and are committed to creating a safe environment for reporting and resolving concerns. Our process includes:

- A clear and confidential reporting mechanism.
- Thorough and impartial investigations.
- Appropriate and timely actions, including disciplinary measures where necessary.

7. Monitoring and Evaluation

We will regularly review and assess our anti-racism efforts, including:

- Conducting annual audits of our policies and practices.
- Gathering and acting upon feedback from staff, stakeholders, and the wider community.
- Publishing transparent reports on our progress.

8. Conclusion

The National Piping Centre stands firmly against racism in all its forms. We recognise that building a truly inclusive and equitable organisation is an ongoing journey requiring reflection, action, and accountability. By embedding anti-racism into all aspects of our work, we aim to lead by example and contribute positively to the arts sector and society at large.