

MOUNTVIEW

25 June 2020

Since our appointment in 2013, we have spearheaded and driven a set of vision-led initiatives to address the lack of representation in our school and our industry. We have been successful in many ways and are proud of the work we have done to diversify our student body. However, it is not enough.

We are shocked and ashamed that it has taken George Floyd's murder to unearth the true depth of experiences many of our students, alumni and staff suffer and have suffered in regard to discrimination, prejudice and abuses of power. We are deeply distressed and profoundly affected to have heard their experiences both at Mountview and in the wider community and we acknowledge that our ignorance makes us complicit in their suffering. For that we wholeheartedly and unreservedly apologise.

We have reflected on the experiences shared by our Black student and alumni community and have taken time to digest, discuss and further consult. As the leaders of Mountview we make this commitment:

We will take a proactive stand in the fight against racism, inequality and discrimination. We actively challenge systemic and endemic prejudice, exploitation and intersectional oppression. We commit to enact and accelerate change.

To that end, we have written a Statement of Intent detailing how we will lead the organisation in support of our Black and minority communities and a proactive, target-driven Action Plan to ensure we directly address the structural and systemic forms of racism and privilege that exist.

We will look at how we train and educate, how we represent Black people, how we listen, how we support and connect and how we advocate to tackle racism, inequality and injustice. These documents have been created through listening to you and other students and alumni and in consultation with Black trustees and staff members.

We recognise that Mountview's standing means we are in a position to affect change. We recognise as leaders we have a voice that must be used. We take responsibility to be proactive and vocal about the distinct and institutionalised injustices faced by Black people and minority communities.

We have formed a working group of Trustees and staff to oversee the formulation of our plans. We acknowledge the higher impact of coronavirus on Black people and people from minority ethnic groups and the further trauma for the Black community of George Floyd's murder, among countless others. We have agreed with University of East Anglia consideration for extenuating circumstances for those students impacted and we will work to ensure students are given the support needed.

As the Joint Chief Executives we are committed to ensuring this plan is enacted and its effectiveness is rigorously reviewed. We therefore undertake to report on our actions to our Board of Trustees, our students and alumni regularly.

Stephen Jameson
Principal and Artistic Director

Sarah Preece
Executive Director