

Public Statement – 31st May 2021

The Telegraph brought issues of sexual misconduct to ALRA's attention on 20th May and we were heartbroken to learn of these allegations. Sexual misconduct or harassment is unacceptable and we are doing all we can to stand by the victims and provide them with support. The allegations have been made against staff members who no longer work at ALRA. The Senior Leadership of the school have opened an internal investigation into the claims of sexual misconduct and are engaging in a public call for information.

We have made the following email address available to report any misconduct: report@alra.co.uk . The report email will be accessible by Senior Leadership and the ALRA Board. Our online anonymous portal for complaints is available here: <https://alra.co.uk/form-report> . Any information that comes to light within this investigation will be shared with the relevant authorities and we are already working to make contact with the appropriate people.

ALRA has a zero tolerance [policy](#) regarding sexual harassment and bullying and we encourage students or staff, past or present, to bring any incidents, of any kind, to our attention. Students have access to Representatives in their peer groups, four Working Groups (designed to be a conduit between students, graduates, the Board and Staff) and, most recently, Student Experience Officers have been recruited to support students at both campuses. We also have an Equality, Inclusion and Cohesion Lead on our staff who was recruited earlier this year to ensure our practices are equitable and that any complaints will be processed appropriately, ensuring that ALRA takes accountability for any failure.

The wellbeing of our staff and students is of the upmost importance. We have emailed all staff and students across both campuses to offer support and share our reporting options and policies. We have invested money in further support spaces for staff and additional counselling support for students. We ask that anyone affected does not hold back from asking for a space to speak, we will work as quickly as we can to find you support and listen to your concerns.

ALRA's Graduate Advisory Board are aware of these allegations and will support any current or past students in listening to and passing on reports. This group is made up of graduates from the last few years and has two female members.

The organisation has undergone radical change over the last few months with a restructure, training, an external investigation into historic complaints (centered on but not exclusively related to racism) and a review of policies. Many of these areas are scheduled for regular review so that we can adapt to serve our students to the highest possible standard. We have acknowledged historic failings over racism and we take sexual harassment just as seriously.

Update – 2nd June 2021

We wish to clarify that restructuring is referenced in the statement above to highlight the new roles that were created in the organisation to support students and ensure equitable practice. The redundancy process that was undertaken prior to the restructure was for financial reasons and is in no way connected to allegations of sexual misconduct or racism.