

# Race Equality Policy



## 1. Policy Statement

The College has a duty under the Race Relations Act 1976 and the Race Relations (Amendment) Act 2000 to positively promote equality and good race relations.

The College embraces that duty and will take positive action to celebrate and value the diversity of our learners and our members of staff.

The College will take action to create and promote an inclusive ethos and a culture of tolerance and respect for others – based on the principles of “fairness” and “justice”. In particular we will:

- ❖ Work to create a learning environment which is welcoming and supportive to black and minority ethnic (BME) groups of students and staff ;
- ❖ Celebrate and promote positive images and role models of successful men and women from a wide range of cultures and ethnic backgrounds;
- ❖ Ensure that the curriculum for young learners addresses anti-racism;
- ❖ Take positive action to eliminate institutional racism and its effects. Racial harassment will not be tolerated in any area of College life;
- ❖ Encourage the recruitment and increase the success rates of BME learners on all courses and at all levels;
- ❖ Develop good practice of race equality in the recruitment of and the support for staff through the Implementation of the Race Equality in Employment Standard – setting targets and undertaking actions to increase the proportion of BME staff, as appropriate, in particular areas of activity and at different levels of the organisation.
- ❖ Respect and provide for practices, where necessary, which support the diversity of religious faiths and beliefs;
- ❖ Evaluate all College policies, procedures and actions to assess their impact and ensure that there are no adverse impacts in relation to the College’s Race Equality Policy.

## 2. Aims of the Policy

- To outline the College’s commitment to racial equality within its workforce and student body
- To show how the College is responding to the requirements outlined in current Race Relations legislation

### 3. Who should be aware of this Policy?

- Governors
- Staff
- Learners and their sponsors (including work placement providers)
- Partners of the College (Franchisees)

### 4. How will we implement this Policy?

#### 4.1. Policy Implementation

The Policy will be implemented through actions that are set out in the College's Single Equality Scheme.

Where localised practices are developed, managers must ensure that these are consistent with the Policy and any associated Procedure.

#### 4.2. Data Monitoring

At College level the following data will be collected, analysed and reported to the CMT on an annual basis:

##### Students:

- The success and retention rates of students by ethnic group and by level
- The enrolment of students by ethnic group and by level
- Applications, success and failure to admission
- Complaints received and actions taken

##### Staff:

- Ethnicity profiles
- Recruitment of staff (monitored by application, progression to interview, success of applicants)
- Staff development activities
- Appraisals
- Staff turnover figures
- Disciplinary, grievance and capability hearings
- Exit interviews and reasons for leaving

CMT will review this information in order to:

- Inform target setting for improvement (a) if monitoring has revealed that specific ethnic groups are being disadvantaged and/or (b) to support the LSC in achieving its EDIMs (Equality and Diversity Impact Measures)
- To inform College planning through the self assessment process
- To evaluate the effectiveness of the College Race Equality Policy
- Inform annual reports to be made to the Governing Body and its committees

As a minimum, the College will set annual targets to improve performance in the areas identified within the LSCs EDIMs.

### **4.3. Development Planning**

The College conducts an annual self-assessment of its performance. As part of this self-assessment performance against College targets is assessed.

Appropriate development plans, informed by self-assessment, are developed and agreed by the CMT. These plans include development activities at a cross College level that help to ensure that the College continues to meet its duties under the Race Equality Policy.

### **4.4. Consultation and Review**

The College will actively consult with groups of staff and students via the use of facilitated group discussions and student surveys, in order to monitor compliance with this Policy and to identify what the College does particularly well and what could be improved in order to ensure that racial equality is being promoted and practiced within the College.

### **4.5. Raising Awareness**

As part of the College induction process all students are briefed on the College's Equal Opportunities and Race Equality Policies.

All new members of staff attend a training session on Race Equality and the Race Relations Act as part of their induction. Refresher training is also run for all staff on an annual basis.

#### Promotional Materials

College promotional and publicity materials are designed to present appropriate and positive images and messages about all racial groups. Extracts from this Policy are also included within the Student Handbook.

## **5. How will we monitor and evaluate this Policy?**

The following tools and processes will be used throughout the year to review the College's compliance with this Policy:

- ❑ The annual student and staff surveys
- ❑ Facilitated discussions with groups of staff and students on key aspects of the policy
- ❑ Setting performance improvement targets to support local EDIMs\_and monitoring our performance against them on a 6 monthly basis

## **6. Links to other Policies and Procedures**

This Policy should not be read in isolation but cross-referenced with all relevant College Policies and Procedures. In particular, the following Policies have a direct relevance to the implementation of the Race Equality Policy:

- Teaching and Learning Policy
- Staff Training and Staff Recruitment Policies
- Student Admissions Policy
- Student Policies on Intimidation, Harassment, Bullying and Violence
- Student Discipline

Other policies that directly support this Policy are:

- Disability Statement
- Equal Opportunities, Widening Participation and Inclusiveness Statement of Policy

## 7. Responsibilities

### 7.1. Governing Body

The Governing Body is responsible for approving, monitoring and evaluating the Race Equality Policy, to ensure that it fulfils the College's commitment to tackle discrimination, promote equality of opportunity and promote good race relations. It will review the policy to ensure that it complies with current Race Relations legislation

The Quality and Curriculum Committee and the Finance and Resources Committee of the Governing Body are responsible for assuring that the Policy and associated Procedures and Strategies are being implemented. Each Committee is responsible for those aspects of this Policy which are consistent within their role. Both Committees will report, as necessary, to the Governing Body

### 7.2. College Management Team

The CMT is responsible to the Governing Body for:

- Implementing the Policy and its related Procedures and Strategies
- Ensuring that there are appropriate arrangements to make staff aware of their responsibilities and give them appropriate training and support
- Ensuring that contractors and other partners who work with, or for, the College are aware of and comply with the Race Equality Policy
- Ensuring that all students and visitors to the College are aware of and comply with the Race Equality Policy
- Ensuring that arrangements are in place to take appropriate action in any cases of racial discrimination

- Monitoring recruitment and performance data, related to staff and students, to ensure that the principles and legislative requirements of race equality, are being met

### **7.3. College Managers**

All 3<sup>rd</sup> tier and 4<sup>th</sup> tier managers are responsible for:

- Monitoring the level of student recruitment and performance, by ethnic group, to identify any emerging trends and ensure that prompt and appropriate actions are taken to improve the performance within those groups
- Investigate any racist incidents within their Department/Academy/ Directorate, as directed by the Principal

### **7.4. Equality & Diversity Group**

- This group is responsible for advising the CMT on how work on race equality across the College should be coordinated

### **7.5. All Staff**

All members of staff are responsible for:

- Identifying, challenging and reporting (as appropriate) racial bias and stereotyping
- Promoting racial equality, good race relations and not discriminating on racial grounds
- Keeping up to date on race relations legislation and developments by attending training and briefing sessions as required and considering other information provided

### **7.6. All Contractors**

All contractors and providers of services are responsible for following any race equality conditions written within contracts or agreements

## **8. Policy Distribution and Communication**

A copy of the Policy is posted on the Quality site on the College Intranet and on the College website. A hard copy is also distributed by the Quality Manager to the Professional Development Centre (PDC) for inclusion in the Policies and Procedures file.

<b>Policy Title: Race Equality Policy</b>		
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