

RACE EQUALITY POLICY

Prepared by: Head of Learner Services

Policy Approved by: Strategic Management Team

18/9/0 Minute 686
2/3/05 Minute 967
17/09/07 Minute 1268
03/05/11 Minute 1949

Equal Opportunities Group

1/2/05 Minute 51
04/10/07 Minute 94
23/04/08 Minute 105

Employment Committee

10/2/03 Minute 222
7/2/05 Minute 277
05/11/07 Minute 352
06/05/08 Minute 1435

Curriculum & Quality Committee

11/2/03 Minute 62
11/5/05 Minute 122
14/11/07 Minute 193
21/05/08 Minute 202
06/06/11 Minute: 271 (xv)

Equality impact assessed & endorsed

19/04/11

AOS Aim 1&7

Last Reviewed September 2005, April 2011

Review Date: April 2015

Preamble to the Policy

Equal Opportunities

The College shall comply with all statutory duties in respect of equal opportunities in the areas of sex, race, age, disability, sexual orientation, transgender, religion, belief, pregnancy, maternity and paternity, marriage and civil partnership and the rehabilitation of offenders. The College shall also comply with the Human Rights Act 1998 and any subsequent enactments or modifications.

Race Equality Policy

1. Introduction

1.1 The College is committed to promoting equality of opportunity and good race relations between persons of different racial groups and avoiding racial discrimination, whether direct or indirect.

2. Background

2.1 The Race Relations (Amendment) Act 2000, placed a general duty on public authorities, including the College, to promote race equality and in particular:

2.1.1. to eliminate unlawful racial discrimination

2.1.2 to promote equality of opportunity and good relations between people of different racial groups (A racial group is “a group of people defined by their colour, race, nationality (including citizenship), or ethnic or national origins”: Race Relations Act 1976 s.3(1)).

2.2 The Act has placed further specific duties on Further Education Institutions to publish a Race Equality Policy and an action plan for its implementation, and to put in place appropriate monitoring and audit to allow for effective assessment of the impact of the policy and constructive development of new policies and the enhancement of existing policies.

2.2 This policy has been developed in accordance with the guidance and code of practice issued by the Commission for Racial Equality.

2.3 The Equality Act 2010 endorsed much of the above and brought in some new or amended duties.

3. Commitment

- 3.1 To support these aims the College will ensure that in the conduct of all its activities, steps are taken to avoid the occurrence of racial discrimination, whether direct or indirect, and to promote good relations between different racial groups.
- 3.2 Any discriminatory behaviour, including harassment or bullying by individuals or groups, will be regarded extremely seriously and could be regarded as grounds for disciplinary action, which may include expulsion or dismissal.

4. Consultation

- 4.1 The College through its Equal Opportunity and Diversity group will regularly consult staff and learners when reviewing its approach in promoting and reviewing this policy.

5. Community

- 5.1 The College will be attentive to the needs and values of the community and racial equality organisations in fostering a positive environment in which diversity and difference are valued.

6. Guidance, Support and Training

- 6.1 Guidance, support and training will be provided to members of staff to ensure that the College's commitment to race equality is fully achieved. The purpose of training is to inform individuals and also to ensure that principles underlying the Race Equality Policy covers decision-making processes throughout the College.

7. Monitoring and Auditing

- 7.1 The College has in place arrangements to monitor, by reference to different racial groups, the selection and recruitment of members of staff and the admission of learners. The results of these monitoring processes are to be reported annually to the Equality and Diversity Group, Strategic Management team and Corporation.
- 7.2 In addition to the monitoring and assessment arrangements already in place, the College is putting in place procedures to ensure that such additional monitoring is undertaken as is necessary to ensure that the College is able to identify possible improvements in its practices, whether in relation to teaching, learning and assessment; management and governance; admissions, access and participation; learners' support and guidance; behaviour and discipline; partnership and community links; staff recruitment, training and career development; and service delivery.
- 7.3 The College's Single Equality Action Plan sets out in greater detail the way in which arrangements for monitoring are to be developed into the future.

8. Responsibilities

- 8.1 The Corporation is responsible for securing compliance with the general and specific duties and for overseeing implementation of the Action Plan.
- 8.2 The Principal is responsible for providing leadership in the promotion and implementation of the Action Plan.
- 8.3 The College's Equality and Diversity Working Group is responsible to the Corporation for the development, implementation, monitoring, prioritisation and review of equal opportunities policies generally.
- 8.4 All College Committees are responsible for ensuring that this policy is embedded in their duties and functions in relation both learners and staff
- 8.5 All employees with managerial responsibility have a duty to take forward specific actions under this policy as identified in the action plan in addition to the general duties under the relevant Acts.

9. Contractors and Service Providers

- 9.1 The College's procurement policies will address, where appropriate, the need to promote race equality and good race relations between different racial groups.

10. Review

- 10.1 The Race Equality Policy will be reviewed every 4 years to assess its effectiveness.

11. Publication

- 11.1 The College will publish its race equality policy and single equality action plan on the College website and will update these policies in the light of the annual review. It will also publish the results of monitoring and assessments, including information on consultation undertaken as part of the assessment process.