

Race Equality Policy

[QP1.14]

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1.0 Policy

The aim of this Policy is to make race equality a central part of the way the College operates in terms of policy, employment, educational delivery, regulation and enforcement.

The College is committed to:

- (a) eliminating unlawful racial discrimination
- (b) promoting equality of opportunity
- (c) promoting good relations between people of different racial groups.

2.0 Specific Objectives

- 2.1 The College's commitment to racial equality will embrace both students and staff. The College believes that all students can benefit from the cultural diversity which ethnic minority groups bring to education. The College is committed to both the social development and academic development of students from all ethnic groups. The College aims to attract students from all ethnic groups to the College, and to attract staff who are representative of the diverse backgrounds of the communities which the College supports.
- 2.2 The College is committed to represent the views of ethnic minorities on the Board of Governors. In the context of the duties of the College in respect to ethnic monitoring, the College intends to ensure representation of the views of people from different racial groups are taken into account at all levels, including the Board.
- 2.3 The College is committed to ensuring that all people (whether students, staff, visitors or others with whom it has reason to come into contact) are treated equitably regardless of their race, colour, ethnic or national origin, nationality or religion. The College will continue to strive to eliminate unlawful discrimination by providing clear policies and procedures to deal with incidents of alleged discrimination, whether direct or indirect, including racial harassment. These principles will apply equally to students and staff and will be supported by full training.

3.0 Link to the Learning Process

- 3.1 This Policy, together with the Race Equality Procedure and the Action Plan will ensure that the views of students (current and potential) and staff from ethnic minority backgrounds are taken into account during the planning and decision-making stage of College processes.

- 3.2 Online Equality and Diversity Training will be undertaken by all staff as well as Members of the Board of Governors.
- 3.3 Reviews of all teaching materials will ensure that the curriculum promotes equality of opportunity and good relations between people of different racial groups.
- 3.4 Reviews of all marketing materials will help to promote racial equality.

4.0 Related Policies and Procedures

- ❖ Equal Opportunities Policy & Procedure
- ❖ Inclusiveness Policy