

Race Equality

For use by whom: All staff

Commencement date: December 2006

Reviewed: October 2009

Next Review: October 2010

POLICY STATEMENT

We recognise and welcome the legal duties contained in the Race Relations (Amendment) Act 2000 and the Race Relations Act 1976 (Amendment) Regulations 2003 as it applies to Langdon College. In particular, we:

- Celebrate the diverse nature of our society
- Are committed to ensuring race equality in all areas of our work
- Are determined to tackle racism in all its forms

We are opposed to all forms of racism including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural or national origins, traveller and refugee status, and asylum seekers.

In order to realise its commitment to race equality, we will take all steps necessary to:

- Promote equality of opportunity
- Promote good relations between persons of different racial groups
- Eliminate unlawful racial discrimination

SCOPE OF THE POLICY

The policy (to read in conjunction with the Equality & Diversity policy), which covers all aspects of the work of the College, including:

(a) Staff

- Recruitment and retention
- Pay and rewards
- Training and professional development
- Performance management
- Consultation and involvement
- Grievance and disciplinary matters

(b) Students

- Admissions and attendance
- Teaching, learning and curriculum matters
- Progress, attainment and assessment
- Personal development and pastoral care
- Behaviour, discipline and exclusions
- Racial harassment

(c) Other Bodies

- Parental groups
- Collaboration with external bodies
- Contracting arrangements

RESPONSIBILITIES**(a) Senior Management Team**

Responsibility for this policy and its effective implementation rests with the SMT. The SMT will:

- Review and adopt the race equality policy
- Review all other College policies covered within the scope of the race equality policy
- Monitor and evaluate the operation and impact of the race equality policy
- Monitor and review the race equality impact of other policies
- Provide the resource and support structures needed to ensure the effective implementation of the policy
- Ensure the effective implementation of the policy
- Communicate the policy and its implications to staff, students, parents and other bodies
- Organise the delivery of relevant training for staff
- Monitor and report on the operation of the policy
- Take any remedial actions as required

A member of the SMT will be appointed to oversee the effective implementation of the race equality policy and to report any issues to the SMT.

(b) Staff

The race equality policy applies to all staff

Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy such as the investigation of reported incidents of racism or racial harassment.

Staff will be consulted on the implementation of the policy through the normal procedures that apply.

(c) Students

The race equality policy applies to all students, regardless of whether they receive some or all of their education at this College.

(d) Parents/carers and other persons

All parents, visitors, contractors and any other persons are expected to comply with the race equality policy.

TRAINING AND DEVELOPMENT

We will review the training and development needs of the SMT as part of the annual process of reviewing the race equality policy. All new members to the SMT will be expected to undertake an induction programme to ensure that they are aware of the content of the race equality policy and its implications for the work of the SMT.

The training and development needs of staff will be considered as part of the arrangements for performance management. Staff training opportunities will be funded and made available within worked shifts where possible.

BREACHES OF THE POLICY

Breaches of the policy will be dealt with in accordance with the disciplinary provisions set out in the relevant college policy.

RACIST INCIDENTS

Racist behaviour will not be tolerated and will be dealt with through the relevant established procedures.

All staff are responsible for ensuring that incidents of racist behaviour are recorded and referred to the relevant member of the SMT.

We will monitor and report on the number of racist incidents on a regular basis.

ACTION PLAN

We will draw up an action plan for the implementation of the race equality policy. The action plan will include details of:

- Race equality objectives
- Timescale for implementing each objectives
- Success criteria
- Resources available
- Monitoring and review arrangements
- Lead person(s)

RELATIONSHIP TO OTHER POLICIES

The race equality policy applies across all other policy areas, as defines within the scope of this policy. All other policies will be reviewed to ensure that they include explicit race equality objectives.

MONITORING AND REVIEW

We will undertake regular ethnic group monitoring of students and staff for the purpose of evaluation of the impact of the race equality policy.

We recognise the complex and sensitive nature of ethnic group data, and respect the rights of individuals to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. We will also

ensure that information about an individual's ethnic group is treated in confidence and strictly for the purpose of monitoring the operation and impact of the race equality policy.

Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of the Data Protection Act 1998.

We recognise that some individuals may be reluctant to record their ethnic group and others may refuse to do so. That is their right. No attempt will be made to lobby individuals to provide the ethnic group data to the college: or to amend the ethnic group as recorded by an individual student/parent or members of staff; or to classify the ethnic group of individuals where they have failed or refused to do so.

We will develop and review our arrangements for the collection of ethnic group information to be used to monitor the operation and impact of the race equality policy.

Race equality monitoring information will be considered by the SMT on an annual basis as part of the Self assessment Report.

The race equality policy will be subject to an annual review by the SMT. All other policies will be reviewed in accordance with the terms set out in each policy. Reviews of other policies will consider the race equality impact of the same.

DISSEMINATION

We will provide information about our race equality policy in all promotional material and on our website. This policy will be located in each of the College's buildings.

The Single Equality Bill is going through Parliament. The contents will have a direct impact on particular aspects of this and other equality policies, which will be amended accordingly.

SMT will take action to meet the changes in legislation by amending policies as required, taking part in relevant training programmes, ensuring staff are trained and students informed in an appropriate manner.

The Principal will arrange for Governor to be informed of the changes and provide relevant training.

Signed:

Date:

Policy Review Date: October 2010