

RACE EQUALITY POLICY



PURPOSE OF THE POLICY

Yeovil College wholeheartedly supports the principles of equality and diversity and opposes all forms of unlawful or unfair discrimination on the grounds of race, nationality, ethnic or national origin, gender, sexual orientation, religion or belief, age, marital status, family responsibility, trade union activity, unrelated criminal convictions or disability.

The Race Relations Act 1976 (as amended by the Race Relations Amendment Act 2000) (RRAA) places a positive General Duty on all Further Education Institutions to promote race equality. This responsibility, and all the other relative Specific Duties arising from the RRAA, rests with individual Further Education Institutions who are legally answerable for the fulfilment of the RRAA requirements, both in relation to the General and Specific duties.

Yeovil College will be proactive in promoting racial equality, good race relations and in tackling racial discrimination. We will celebrate diversity and thereby encourage, support and enable all learners and staff to reach their full potential. We will establish and utilise partnerships with other institutions, local communities and others to tackle racial discrimination and to encourage, promote and disseminate racial equality good practice; The College will implement an action plan to address issues of racial discrimination, promotion of equality of opportunity and good race relations across all areas of the College's activity.

SCOPE

The policy applies to all members of the Corporation, staff and learners of the College (including those at outreach centres), agency staff and visiting contractors working onsite.

RESPONSIBILITY AND AUTHORITY

The Equality and Diversity Group is responsible for agreeing and implementing the policy and the procedures.

All Yeovil College staff and Corporation members have delegated responsibility for implementing the policy and procedures. They have a responsibility to treat each other with fairness, equality and respect in accordance with the College Core Values and Behaviours.

RELATED POLICIES, PROCEDURES, DOCUMENTS, DEFINITIONS

The following documents should be read in conjunction with this policy:

Appendix 1 – Procedures in the event of breach of the policy
Responsibilities of individual staff

- Equality and Diversity Policy
- Race Equality Action Plan
- Accessibility statement
- Respect at College Policy
- Respect at Work Policy
- Equality and Diversity Impact Measures (EDIMs)
- Single Equality Policy
- Single Equality Action Plan

Policy Review (for HoQ&I use only)						
Author/post holder	Approved by Corporation/Committee	Date of approval	Review date	EIA Initial Screening date	Full EA Required Y/N	EIA Completed date
Safeguarding Officer	Corporation	11 Nov 09	Every Year	24/04/08	N	n/a

APPENDIX 1

PROCEDURES

In the event that staff or learners are alleged to be in breach of the College Race Equality Policy an investigation will be carried out in accordance with agreed procedures, including, where appropriate, disciplinary procedures. The College Grievance (staff) and Complaints (learners) procedures are the appropriate means for raising concerns regarding race equality.

Yeovil College will:

- ensure staff training and development in race equality and diversity for all employees.
- monitor and review the curriculum, and the learning resources used to deliver the curriculum, to ensure that they reflect and promote race equality and diversity.
- ensure that marketing strategies reflect good practice in race equality and diversity, and that College provision is actively and appropriately promoted to all sections of the community.
- review the effectiveness of all policies and procedures to ensure that they contribute to the promotion and application of the Race Equality Policy.
- ensure that its Race Equality Policy is publicised as widely as possible to its community, including learners, staff, contractors, consultants, clients and members of partner organisations.

RESPONSIBILITIES AND BEHAVIOURS

All employees of the College have a responsibility for implementing the Race Equality Policy and promoting equality and diversity in all aspects of their work. Specific behaviours and responsibilities are identified below:

The Corporation is responsible for:

- ensuring that the College complies with all race relations legislation requirements, including the General and Specific duties;
- ensuring that the policy and its related procedures and strategies are implemented.

The Principal is responsible for:

- Chairing the Equality and Diversity Group and ensuring that racial equality is covered as an agenda item at each meeting;
- Providing a consistent and high profile lead on issues covered by the policy;
- Promoting a general awareness of the policy within and outside College;
- Requiring managerial action to implement the policy.

All College Managers are responsible for:

- Implementing the policy and its related procedures and strategies;
- Ensuring that all staff are aware of their responsibilities and are given appropriate training and support;
- Taking appropriate action against staff or learners who racially discriminate.

All Staff are responsible for:

- Taking the appropriate action to address the racism when it occurs.
- Being sufficiently aware of the requirements of race equality in order to recognise racist behaviour when it occurs.

- Promoting racial equality and good race relations and not discriminating on racial grounds;
- Attending staff development and information opportunities in order to keep up to date with legislation and College requirements on race relations.

Contractors and Service Providers are responsible for:

- Complying with the Race Equality Policy and other race equality requirements set out in the contract or agreement. (The College is responsible for ensuring the requirements of the positive duty are met in those functions delivered under contract. Contracts and agreements should include a requirement to comply with the College's Race Equality Policy).

Responsibility When Working With Other Organisations

The College is responsible for meeting the general duty when carrying out functions with other organisations. If the partner is another public authority also bound by the duty, each organisation will be responsible for meeting its general duty and any specific duties. If the partners are private or voluntary organisations it will be the responsibility of the college to ensure that the work done jointly meets its race equality duties.