

# Yeovil College Race Equality Scheme – Annual Report October 2009

## Context

Yeovil College is pleased to proactively respond to its legal and moral duty and responsibilities towards anti-discriminatory practice.

As part of the General Duty placed on all Further Education Institutions by the Race Relations Act 1976 (as amended by the Race Relations Amendment Act 2000) (RRAA) Act (2005) the College produced its first Race Equality Policy in December 2005. This has been reviewed and up-dated on a regular basis and Annual Race Equality Action Plans have been published. The action plans clearly demonstrate the college's commitment to the Race Equality Duty and its purpose to create a positive, whole college, non-discriminatory ethos which underlines its practice.

This annual report (2009) reviews the college's progress during the last year and identifies the steps we have taken to fulfil our general duty related to race equality, (i.e. the action plan), meet our initial targets, eliminate discrimination and promote equality of opportunity.

It is the responsibility of Yeovil College Equality and Diversity Group to monitor and review the Race Equality Policy and corresponding Action Plan. The overall action plan comprises of three main actions, each with a number of sub-sections sections, with individual points for action and identified responsibilities across the organisation. The following points offer an overview of progress for each area for the year ended September 2009.

## Policy Review

A review of the policy was undertaken in October 2009, approved by the Equality and Diversity Group and presented for approval by the Corporation during their first appropriate meeting. This included an equality impact assessment.

## Action Plan Review

The Action Plan is divided into the following improvement areas:

### Annual Report

To publish a Race Equality Scheme Annual Report.

This is produced on an annual basis.

### Staff Awareness

To ensure that staff are aware of the college's policy and procedures and of their responsibilities.

- Equality and Diversity training is now part of the College staff induction programme during 'New Starters' Training Day'.
- The majority of staff attended cross-college training events in the Autumn term 2008. Training is also offered within the whole College continual professional development programme.
- Trials are underway for on-line Moodle training for staff in Equality and Diversity. This will be rolled out in 2010.
- Information is distributed to staff, on an on-going basis, for inclusion in the Faculty/area Equality and Diversity folder.
- The Race Equality Policy and Action Plan and other related policies are available on the college Intranet and web-site.

- 'Equality and Diversity' is a standing item on most cross-college meeting agendas
- A new monitoring group has been set up to ensure that policies are reviewed and impact-assessed in a timely manner.

### **Governor Awareness**

To ensure that Governors are aware of the college's policy and procedures and of their responsibilities

- The majority of the Corporation attended Equality and Diversity training in the Autumn term 2008.
- The Governor with the lead for Equality and Diversity regularly attends E and D Group meetings.

### **Learner Awareness**

To raise awareness of race equality amongst learners

- Equality and diversity sessions have been delivered within some tutorials by the Head of Learner Support Services and the Faith Adviser.
- The Respect at College policy for learners was introduced.
- Student Union now has a higher profile within the College and is able to promote events and issues directly to its members across the College. This includes those linked to equality and diversity
- Changes to lesson plans, schemes of work and lesson observations have placed greater emphasis on Equality and Diversity.

### **Staff and Learner Experience**

To improve the monitoring of learner and staff experience relating to race equality and take action as appropriate.

- Improved data collection to identify opportunities, achievement and progression for students from ethnic minority back-grounds is on-going. Reports are given and the Equality and Diversity Group and the Senior Performance and Review Group. The population is very small, although above the local percentage for ethnic minority groups.
- Plans are underway to analyse on-line student surveys by ethnic group.

### **Conclusion**

The College aims to offer the very best opportunities for *all* our learners, prospective learners, staff and users of the College. There are still issues and action points to be addressed in order to further improve our understanding and practice across the College. However, Yeovil College feels that significant progress has been made under the Race Relations Duty and the Race Equality Action Plan. Governor, staff and learner awareness has been raised and improvements have been made to the way in which we monitor the learner and staff experience and thus work together to respond to our general duty in regards to race relations.

