

## Race Equality Policy

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### 1. Policy Statement

The College is committed in its roles as employer, education/service provider and contractor of services to working to eliminate racism in its structures, employment practices and the curriculum content. It is also committed to encouraging change in individual behaviour and attitudes and ensuring equality of opportunity for minority ethnic groups.

The College accepts that structures, processes and individual behaviour can be racist in effect, even if there is no deliberate intention to be racist, and will work in all these areas to challenge and to effect change. The task is to achieve a mutually reinforcing balance between requirements to change behaviour and training to encourage attitude change.

The College will arrange positive action training and other measures where appropriate to ensure that proper attention is given to meeting the needs of minority ethnic groups arising from the long history of racial discrimination and disadvantage and will arrange staff training in anti-racist issues. The College actively encourages students and employees to achieve their full potential.

In the context of Salford City College, race equality means:

- actively promoting equality of opportunity
- seeking to identify and eliminate racism whether overt, covert or by omission
- working to ensure equal access to our learning programmes and resources
- encouraging, supporting and helping all students and staff to reach their potential and developing measures to narrow the achievement gap
- working to ensure that the ethnic student and staff population is representative of the surrounding area.

### 2. Scope

This Policy applies to the whole College, including Governors, staff, students and visitors and works in conjunction with the College Single Equality Scheme.

- **Governors** are responsible for ensuring that the College complies with the Race Relations Act, and for approving and reviewing the Race Equality Policy and monitoring its implementation.
- **The Principal** is responsible for giving a consistent and high-profile lead on race equality issues, promoting the Race Equality Policy inside and outside the institution and making sure the Race Equality Policy is followed.

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- **The Human Resources Department** is responsible for the monitoring and implementation of all aspects of this Policy relating to the employment of staff. This includes the monitoring of fair selection processes and their impact on the staff profile of the College at all levels. A Single Equality Action Plan will be produced which will set targets for improvements in the staff profiles. This will include targeted Actions.
- **The Equality and Diversity Committees** are responsible for the monitoring and review of the Race Equality Policy and for evaluating its effectiveness. This Committee will include actions related to Race Equality in the Single Equality Action Plan. The Plan will incorporate actions and targets for continuous improvement in achieving equality. The Committee is also responsible for the systematic monitoring of the performance indicators included in the Plan.
- **Managers** are responsible for putting the Policy and its strategies and processes into practice, making sure that all staff know their responsibilities, and receive support and training in carrying these out, following the relevant processes and taking action against staff or students who discriminate for reasons of race, colour, nationality or ethnic or national origins.
- **All staff** are responsible for ensuring that they are able to recognise racial bias and stereotyping, and to challenge or report it if they witness it, promoting racial equality and good race relations, ensuring that they do not discriminate against anyone because of race, colour, nationality or ethnic or national origin and taking up training and development opportunities to keep up to date with the law on race relations.
- **Students** are responsible for ensuring that they do not discriminate against anyone because of race, colour, nationality or national origin, ensuring that they are able to recognise racial bias and stereotyping, and to challenge or report it if they witness it.

### 3. Reference

The College will fulfil its duties under :

#### **The Race Relations Act 1976 and the Race Relations (Amendment) Act 2000**

The College has the following general duties:

- to eliminate unlawful race discrimination
- to promote equality of opportunity
- to promote good relations between people of different racial groups

It also has the following specific duties:

- to prepare and maintain a written statement of its Policy for promoting race equality
- to put in place arrangements for implementing the Policy, publicising its contents and the results of its monitoring of its effectiveness

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- to assess the impact of its policies on students and staff of different racial groups
- to monitor, by reference to those racial groups, the admission and progress of students and the recruitment and career progress of staff.

### 4. Documentation

The full Policy will be published through:

- the Corporate Manual on the College intranet
- staff induction materials
- on request through Student Services/HR
- summarised versions will be made available to students, e.g. through the Learner Handbook.

### 5. Monitoring and Review

The College will:

- review the Race Equality Policy in conjunction with the Single Equality Scheme in 2011
- review the EDIMS annually through the Equality and Diversity Impact Assessment
- consult staff and students and external agencies as part of the Policy review
- provide mandatory staff training on equal opportunities issues, including race equality; offer the same training to Governors or organise separate training.

**Responsibility for review:** ..... Jill Taylor  
Strategic Director (Vice Principal) – Quality and Learner Services)

**Review Date:** **October 2011**

**Endorsed by:** ..... Peter Crompton  
Principal and Chief Executive

..... David Millington  
Chair of the Corporation