

RACE EQUALITY POLICY

1. RACE EQUALITY VISION STATEMENT

The college is committed to equality of opportunity and aims to promote race equality in all its activities, and to provide a work, learning and teaching environment free from racial discrimination, recognising the diversity of the local population, staff and learners.

2. INTRODUCTION

The Race Equality Policy is a written statement, which indicates how the college intends to prevent racial discrimination and to promote equality of opportunity and good relations between people of different ethnic groups across all areas of college activity.

The purpose in writing this policy is to embed race equality into the college's day-to-day functions and processes. The policy is a framework for integrating race equality with other related policies in order to provide a rounded approach to equal opportunities in the college. The Race Equality Policy is supported by an action plan outlining the actions in relation to staffing, learner and corporate issues.

The policy is available on the college website at: www.lmc.ac.uk and the intranet.

3. BACKGROUND

The extension of the Race Relations legislation places a general duty on public authorities, including education institutions to promote race equality, prevent racial discrimination and promote racial harmony among people from different racial groups.

The Race Relations Amendment Act 2000 emanated from the inquiry into the death of Stephen Lawrence, a young black teenager. The Inquiry Report was published in 1999, which highlighted institutional racism as a common feature within most public institutions including educational institutions. It highlighted the need for public institutions to address this issue and that racial discrimination should be prevented thereby creating an environment, which is inclusive and supportive for staff, learners and others where difference is positively valued.

The college is under legal obligation to meet the general duty and ensure that race equality is integrated into everything that the college does. The specific duties arising from the Act will help achieve this. These duties are to prepare a Race Equality Policy and to have in place arrangements for fulfilling them as soon as is reasonably practicable.

THE COLLEGE must:

- Assess the impact of all its policies, including its race equality policy on learners and staff from different racial groups
- Monitor by reference to those racial groups, the admission and progress of learners and the recruitment, retention and career progression of staff, and
- Include a statement in the written policy about arrangements for publishing the policy and the results of assessment and monitoring

This policy is the beginning of the process to promote race equality and should be viewed as a code of working practice. The college will establish an ongoing review and monitoring process in pursuit of its mission to ensure race equality.

4. INSTITUTIONAL COMMITMENT AND ASPIRATION

The college is fully committed to the values encompassed within the Race Relations Amendment Act and will ensure that race equality becomes integral to the way it carries out its relevant functions. The college believes in the principle of social justice recognising that education plays a vital role in promoting equality and that there is the potential to make a significant difference to racial equality in Lancaster.

The college supports the definition of 'race' from the EU Race Directive, which rejects theories that attempt to determine the existence of separate human races. The use of the term 'racial origin or racial group' does not imply an acceptance of such theories.

Through this policy, the college seeks:

- To ensure that all staff, learners and those applying for employment or admission as learners, are treated fairly and that no one is disadvantaged or discriminated, either directly or indirectly on basis of their skin colour, ethnic origin or nationality. In accordance with the Recruitment and Selection Policy, all individuals are treated base on their relevant merits and abilities and that in all cases the best candidate for the position is appointed. When learners apply to the college, the admissions procedure applies the same basic principles.
- To endeavour to ensure that race equality principles are embedded in all strategic plans. All relevant functions and departments will undertake regular assessment of their own policies or procedures. These will be examined to determine how staff and learners from different ethnic groups are being affected and will be revised based on the results of assessment if necessary.

- To reiterate its recognitions of the diversity of its staff and learners and its promise to each individual of the opportunity to fulfil their potential. The college comprises people from many different cultures and so will continue to promote itself as a culturally diverse institution that values and welcomes people from different ethnic backgrounds.

The policy will be communicated as widely as possible amongst all college staff, learners, applicants and all those who interact with the college. A communications strategy will be established as part of the racial equality development programme laid out in the action plan (to be developed).

5. COLLEGE CONTEXT

The college recognises that its Race Equality Policy embraces all individuals, including learners, staff, contractors and its visitors and that it will continue to impact on the college's core functions, relevant policies, processes and procedures.

The college is a fairly large institutions, a major employer in the area and surrounding areas and makes a substantial contribution to the local community.

Currently available data for staff reveals that nearly 2% are from a minority ethnic background. In respect of learners in 2005/06, just over 2% declared they were from a minority ethnic background. The 2001 census identified there was nearly 2% of minority ethnic people in the Lancaster and Morecambe district, although this has since increased significantly with a large increase of people from Poland and travellers.

The college recognises the cultural diversity of the UK population and actively encourages people from minority ethnic communities to apply to the college. This is a key priority for the college and is included in the college's strategic plan.

While the college has set out its commitment to meet the duties of the Race Relations Amendment Act, a significant part of the policy is a commitment for continual review of its current core activities. The college recognises the following key areas to which the race equality will apply:

- Governance and management
- Strategic planning
- Communication and consultation
- Learner admission, access and participation
- Learner assessment, achievement and progression
- Learner guidance and support
- Curriculum planning, development and delivery
- Teaching and learning
- Learner appeals
- Staff recruitment and selection
- Staff career development and progress including promotion, training and development
- Grievance, disciplinary processes and complaints relating to both staff and learners
- Marketing of services
- Social functions

- Accommodation
- Employability
- Procurement
- Work placements

However, the CRE Code of Practice suggests that these functions and policies must be prioritised for review and assessment (priority areas that should be for action are listed in the race equality action plan).

6. LEADERSHIP, GOVERNANCE AND MANAGEMENT

Every individual in the college is responsible for understanding the spirit of and adhering to the policy and will be expected to apply its principles in their day-to-day activities.

The **College Governors** as the Corporation has the ultimate responsibility for ensuring that the college complies with the Race Relations legislation and that the general and specific duties are effectively implemented.

The **Principal** is accountable for the effective and efficient management of the college and so has the responsibility to ensure that Managers and staff are aware of their responsibilities under the policy to promote and integrate race equality into the operations and day-to-day activities of the college.

The **Equality and Diversity committee** chaired by a **Senior Manager** is responsible for monitoring and reviewing the policy, assessing impact and advising on race equality matters and making recommendations.

The **Heads of Faculties/Sections** have a duty to ensure that their staff and learners are not in any way in anyway racially disadvantaged or discriminated against. They have a responsibility to raise the profile of the policy and ensure that all their staff and learners are aware of the policy, its content and requirement. They must consider the implications of the Race Equality Policy for their areas of operation and carry out an assessment and review of all their policies, processes and procedures, which are relevant to race equality.

The **Personnel Section** has a responsibility for ensuring that its policies and procedures relating to staff, applications and appointments, grievance and harassment are carried out in accordance with the general and specific duty requirements. Personnel also has a responsibility to assess and review their function and eliminate from their policies any potential form of racial discrimination.

The **Professional Development Section** has a responsibility for ensuring that its policies and procedures relating to professional development and career development are carried out in accordance with the Race Equality Policy and eliminate potential racial discrimination.

Managers who are involved in any contractual arrangements made on behalf of the college must ensure that they do not act in any way, which may compromise obligations to eliminate racial discrimination and promote race equality in all activities undertaken.

7. MONITORING AND ASSESSING IMPACT

The college recognises that the monitoring and assessing of all its policies, procedures and processes are key components of the Race Equality Policy and its implementation. Monitoring will indicate whether all college policies have an adverse impact on people from different ethnic groups and will highlight when there is the need to counter discrimination. Monitoring will also help to identify the progress being made to promote race equality.

Each of the college's core areas of activity will be responsible for integrating race equality into their existing monitoring and review and processes, if they have not already done so. This data will be collected and reviewed to assess the impact of the Race Equality Policy and other college policies, on all staff and learners from different ethnic groups.

The Race Relations Amendment Act sets out a number of areas which must be monitored. These are:

- All stages of the admissions process and progress of learners including support and complaints
- All activities relating to staff recruitment and selection, career development and promotion of staff, complaints, grievances and disciplinaries

Some of the appropriate monitoring systems are not currently in place and their development will be a longer term task and will be included in the action plan.

8. PUBLICATION

The Race Equality Policy will be published on the college website in addition to established college publications. The importance of staff and learner awareness of the policy and action plan is a major element in the college's commitment to race equality.

The results of monitoring and re-assessment will be to the appropriate college committees to review and make recommendations. Results will be published annually drawing on information provided by Faculties/Sections, on the college website and will be an integral part of the College's Annual Report.

9. BREACHES OF THE POLICY

All staff, learners and contractors have a responsibility to support and adhere to the Race Equality Policy.

The college will take all breaches of the Policy seriously. Any reported breach will be investigated and where appropriate will be considered under the college's disciplinary policy for staff and learners.

10. ACTION PLAN

This policy will be supported by a detailed action plan which will embody the actions required to be undertaken to ensure that the commitments stated in this policy are fulfilled. The Equality and Diversity committee will oversee the implementation of this plan in order to monitor and assess progress.

Glossary of terms used within the Race Equality Policy

‘Racial’ group

A racial group is a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origin.

CRE Statutory Code of Practice

Direct Discrimination

Direct discrimination occurs where ‘one person is treated less favourably than another is, has been or would be treated in a comparable situation’ on any of the grounds of discrimination covered by the Directives. In other words discrimination means a difference of treatment simply because of a person’s race or ethnic origin, sexual orientation, religion or belief or disability, rather than, for example, a person’s competence to do a particular job.

EU Race and Employment Directives 2001

Indirect Discrimination

Indirect discrimination occurs where an apparently neutral ‘provision, criterion or practice’ would put persons of a given group at a particular disadvantage compared with other persons, unless it can be objectively justified by a legitimate claim and the means of achieving that aim are appropriate and necessary.

EU Race and Employment Directives 2001

The UK Race Relations Act defines the following conditions:

- A condition applies equally to all employees whatever their racial group
- The proportion of people in the disadvantaged person’s racial group who can comply is considerably smaller than those in a non-disadvantaged position
- It is detrimental to the complainant because he/she cannot comply
- The institution cannot show it to be a justifiable condition or requirement

Institutional Racism

‘The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in the processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people’.

MacPherson Report 1999

Racial Discrimination

‘Any distinction, exclusion, restriction or preference based on race, colour, descent or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life’.

UN Resolution 2106, December 1965

Racial Harassment can be in the form of:

- Physical conduct ranging from the invasion of personal space and/or inappropriate touching to serious assault
- Verbal, written and e-mail harassment through derogatory remarks, jokes, insults, offensive language, gossip and slander
- Displays of racially suggestive or degrading pictures, graffiti or object in the workplace
- Unjustifiable exclusion, e.g. withholding information, not talking to, not including in discussions or meetings, or exclusion from social occasions
- Intrusion by pestering, spying, following, stalking etc.
- Unfair allocation of work and responsibilities
- Incitement to commit any of the above