

Race Equality Policy

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1. Introduction

- 1.1 The Corporation of Chichester College is committed to providing equality of opportunity. It recognises the need to challenge racial discrimination and to promote race equality as central to the achievement of its core values.
- 1.2 The College will work towards the elimination of racism whether overt or covert, and will seek to ensure that individuals have equal access to learning programmes and facilities or employment opportunities.

2. Scope

- 2.1 The purpose of this policy is to establish clear guidance regarding racial equality and the duties adhered to by the College. In conjunction with the Equality and Diversity Policy, this policy will establish specific duties and monitoring arrangements.
- 2.2 All staff are responsible for the promotion and advancement of this policy. Behaviour, actions or words that transgress the policy will not be tolerated and will be dealt with in line with the College's Disciplinary procedure.

3. Statutory Responsibilities

- 3.1 Under the Race Relations Act 1976 (as amended by the Race Relations (Amendment) Act 2000), the College has a general duty to have due regard for the need to:
 - Eliminate unlawful race discrimination;
 - Promote equality of opportunity; and,
 - Promote good relations between people from different racial groups.

3.2 It also has specific duties to:

- Prepare and maintain a written race equality policy;
- Assess the impact of its policies on learners and staff from different racial groups;
- Monitor the admission of students and career prospects of staff by racial groups;
- Set out its arrangements for publishing the results of assessments and monitoring; and,
- Publish the results of assessments and monitoring, where reasonably practicable.

4. Commitment

4.1 Race equality is important to the College even with a relatively small proportion of learners and staff from minority ethnic groups and low representation in the local community. The College is a large employer in the area and a key influence in the local community.

4.2 To support these aims, the College will ensure that in the conduct of all its activities, steps are taken to avoid the occurrence of racial discrimination, whether direct or indirect, and to promote good relationships between different racial groups.

4.3 Any discriminatory behaviour, including harassment or bullying by individuals or groups, will be regarded extremely seriously and will be treated as grounds for disciplinary action, which may include expulsion or dismissal.

5. Positive action

5.1 The College undertakes to follow positive action measures allowed by law to rectify disadvantages in employment and learning revealed by monitoring.

- 5.2 Positive action allows the College to provide facilities or services (in training, education or welfare) to meet the needs of people from particular racial groups. It is also able to target job training at particular racial groups that are under-represented in a particular area of work, and encourage applications from racial groups that are under-represented in particular work areas.
- 5.3 Once the results of monitoring are available, the College undertakes to consider establishing targets to reduce any disadvantage suffered by ethnic minority staff and learners. If monitoring reveals specific racial minority groups are disadvantaged, some targets may relate to those specific groups.
- 5.4 Positive action strategies are intended to be temporary measures only. They will be kept under review and cannot be used once special needs have been met, or if under-representation no longer exists. The College will ensure that when using positive action as a strategy, it falls within the law.

6. Responsibilities

- 6.1 In addition to the general responsibilities as outlined in the Equality and Diversity Policy, the following are specific to this policy.
- 6.1 The Principal is the designated officer with executive responsibility for managing equal opportunities. The Equality and Diversity Committee and Human Resources Committee will steward equalities issues for the Governing Body which will review the Equality and Diversity policies, schemes and action plan annually.
- 6.3 Inclusiveness is central to all the decisions and actions of the Governing Body and College staff. College managers are responsible for awareness of statutory duties and ensuring that the College policy and activity are sensitive to racial issues.

- 6.4 All staff are responsible for ensuring that they are aware of and meet their statutory responsibilities, and promoting race equality. They also need to ensure that schemes of work, lesson content and teaching resources demonstrate sensitivity to issues of cultural diversity, and to challenge inappropriate behaviour. Training will be provided to allow this responsibility to be executed.
- 6.5 Contractors or providers of services to the College are required to meet their responsibilities under race equality legislation, the College Race Equality policy and the equality conditions set out in contracts or agreements with the College.

7. Consultation

- 7.1 At all stages of the implementation and review of this policy, consultation will be a key feature. This will include staff and learners, trade unions, staff council and any other interested groups within the College.

8. Publicising the College Policy and Progress

- 8.1 Our commitment to racial equality is outlined in section 9 of the Equality and Diversity policy.

9. Complaints

- 9.1 The College will seek to provide a supportive environment for those who make complaints under the Grievance Policy. Acts of discrimination (direct or indirect), harassment, bullying or victimisation will be treated as a serious disciplinary offence.

10. Status of this Policy

- 10.1 This policy was reviewed by the Human Resources Committee in November 2007 and supersedes any previous documentation.
- 10.2 The operation of this procedure will be kept under review by the Head of Human Resources.
- 10.3 It may be reviewed and varied from time to time by the Human Resources Committee.
- 10.4 This policy has been impact assessed to ensure that it does not adversely affect staff on the grounds of their disability, gender or race.

Date Approved: November 2007
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