

Equality & Diversity Race Equality Policy

South East Derbyshire College welcomes its general and specific duties under the Race Relations (Amendment) Act 2000 and is committed to:

- Promoting equality and diversity
- Eliminating unlawful discrimination
- Promoting good relations between members of different racial, cultural and religious groups and communities

Although the ratio of staff and students within the College from diverse racial groups is above the local norms we would wish to improve this further.

The College is committed to ensuring that it takes steps to improve these ratios by actively promoting race equality through all policies within the organisation. It will seek to actively promote race equality issues within the curriculum for people from different racial groups both inside the institution and in the wider community.

Commitments

We are committed to:

- Actively tackling racial discrimination and promoting racial equality and good race relations
- Encouraging, supporting and helping all students and staff to reach their potential
- Working with other institutions, local communities and others to tackle racial discrimination and to encourage and promote good practice in achieving race equality
- Making sure that the race equality policy is followed

Responsibilities

1. The Governing Body

The governors are responsible for:

- Making sure the College stays within the Race Relations Act and meets all its duties
- Making sure the race equality policy is followed

2. The Principal

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
- Making sure the race equality policy and procedures are followed

3. Managers

Managers are responsible for:

- Ensuring all staff know their responsibilities and receive support and training in carrying those out
- Putting policy and procedures into practise
- Following the relevant procedures and taking action against staff or students who discriminate for reasons of race, colour, nationality or ethnic or national origins

4. All Employees

All employees are responsible for:

- Dealing with racist incidents and being able to recognise and tackle racial bias and stereotyping
- Promoting race equality and good race relations
- Avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origin
- Keeping up to date with legislation on race relations and taking up training and learning opportunities

5. All Students

All students are responsible for:

- Behaving in ways that do not discriminate against other students, staff or visitors on the grounds of their race, colour, nationality or ethnic origins

6. Contractors and Service Providers

All contract and service providers are responsible for:

- Following the race equality policy and any race equality conditions in contracts or agreements

Breaches of the Policy

Any member of staff or student who is found to be in breach of the race equality policy will be deemed to be in breach of their contract and dealt with accordingly. As a public authority, the College is responsible for meeting the general and specific duties. Therefore, organisations who we have contracts or partnership agreements, will be requested to comply via the tender processes and contracts or partnership agreements. Any penalties for failure to do so will form part of any contract of agreement.

Meeting our Specific Duties

The College will draw up an annual action plan for the implementation of this policy and monitor its impact. This will include:

1. Using benchmark data from both internal and external sources and qualitative data from its quality monitoring procedures to build race equality targets into strategic plan
2. Monitoring the admission and progress of students and the recruitment and development of staff
3. Consulting with stakeholders
4. Publishing the policy in the student handbook, at all college sites and in our publicity material
5. Including the policy in all staff recruitment packs
6. Reporting the results of the assessments and monitoring to the Equality and Diversity Committee of Academic Board
7. Regularly reviewing the policy and setting new targets
8. Monitoring the compliance of contractors and partners

Please note as of September 2009 this policy is subsumed into the Single Equality Scheme.