



MORLEY COLLEGE EQUALITY & DIVERSITY SCHEME

RACE EQUALITY POLICY

3 July 2009

Morley College Equality and Diversity Scheme

Race Equality Policy

1 Context

The College makes every effort to welcome students and staff from all ethnic backgrounds. This is emphasised in our mission statement. The College encourages the contributions and richness of experience which people from a range of backgrounds bring to the college.

The College's community is diverse. Over 132 languages are spoken within the College's local community reflecting the diversity within London. Currently 37% of all learners are from minority ethnic backgrounds (from document "equality & diversity framework" Morley College 2008)

At the same time, Morley College recognises that students and staff have been discriminated against in society because of their ethnicity, race, colour and religion.

Racism is pervasive in our Society and requires decisive action to eradicate it. It operates in complex ways and is a serious barrier to the aspirations, achievements and employment prospects of black and all ethnic minority communities

The College will take positive action to eliminate institutional racism and its effects.

The relevant equalities legislation is listed in the "equality and diversity framework" Morley College 2008.

2 Morley College Race Equality Policy

Race relations (Amendment) Act 2000: Race Equality Duty

2.1 The general race equality duty is to:

- Eliminate unlawful racial discrimination.
- Promote equality of opportunity.
- Promote good relations between people of different racial groups.

The College also has specific duties to:

- Prepare and maintain a written race equality policy and an equalities scheme.
- Assess the impact of its policies on students and staff from different racial groups.
- Monitor the admission and progress of students and the recruitment and career progress of staff by racial groups.
- Set out the College's arrangements for publishing the results of assessment and monitoring.
- Where reasonably practical publish annually the results of assessment and monitoring.

2.2 Scope of the Policy

This policy applies to all students and staff (including agency staff and governors), academic and business support staff employed by the College, temporary staff and volunteers.

3 Responsibilities

3.1 The Principal is the designated officer with executive responsibility for leading and managing Equalities.

3.2 Governors are responsible for ensuring that:

- Governors play a significant role in implementing and monitoring this policy.
- Every effort is made to ensure that the membership of the Governing Body reflects the diversity of the communities served by the College.
- The College's strategic plan includes a commitment to race equality.
- They are aware of the Governing Body's statutory responsibilities in relation to race and ethnicity legislation.
- They receive and respond to the ethnic monitoring information on learners and staff.
- All relevant college policies measure their impact upon race relations.

3.3 The Executive is responsible for ensuring that:

- The College's Strategic Plan includes a commitment to race equality and includes references to how the College will promote this.
- All relevant College Policies are assessed to ensure that their implementation will promote equality of opportunity.
- The procedures for the recruitment and promotion of staff promote good practice in equal opportunities.
- The impact of our actions to promote racial equality is measured and its effectiveness assessed.

3.4 Staff are responsible for ensuring that:

- They are aware of the College's duties in relation to race legislation.
- Their schemes of work, lesson content and teaching resources demonstrate sensitivity to issues of cultural diversity.
- They challenge inappropriate behaviour by students, volunteers, outside contractors or other members of staff.
- They confront racism, whether intentional or unintentional, whenever it occurs.

3.5 Students are responsible for ensuring that:

- They are aware of the College's duties in relation to race legislation.
- Their participation in courses demonstrates sensitivity to issues of cultural diversity.
- They challenge inappropriate behaviour by fellow students, volunteers or members of staff.
- They confront racism, whether intentional or unintentional, whenever it occurs.

4 Review and Monitoring of the Policy and Procedures

- Progress against objectives will be monitored by the Equality & Diversity steering group and through self assessment and the college review

- The scheme will be reviewed in full on a three-year cycle. However, we will undertake an interim annual review, in particular in relation to our action plan. We will publish an annual report of progress against objectives.

5 Meeting our duties

The College will seek to ensure that:

- Governors, staff, students and associate organisations (such as community providers) are aware of its racial equality policy and the action needed for its implementation, and are proactive in taking this agenda forward.
- Governors, staff, students and associate organisations are aware of the value placed upon equal opportunity and that action will be taken in the event of any breach of the policy.
- Governors and staff have access to information that assists them to plan, implement and monitor actions to carry out their responsibilities under the policy.
- The College's publicity materials present appropriate and positive messages about minority racial groups.
- Schemes of work, course content and learning resources demonstrate sensitivity to issues of cultural diversity.
- All policies and procedures (e.g. Recruitment and Selection Procedure) are non-discriminatory, and that monitoring and positive action processes are regularly reviewed and monitored.
- Its procurement procedures do not disadvantage any particular ethnic group and will ensure that contractors and providers of services are aware of its race equality practices.

6. Monitoring Progress

6.1 For students

- Racial group profiles of students
- Retention and achievement rates
- Disciplinary action
- Complaints by students or their sponsors
- Student surveys

6.2 For staff

- Racial group profiles of staff by grade/salary scales and type of work
- Job application rates
- Selection success rates
- Disciplinary/capability proceedings
- Grievances
- Exit surveys

7 Publicising Our Policy and Progress

7.1 To the public and stakeholders

- Our commitment to racial equality will be displayed in various areas of the College.
- The policy and action plan will be available on the College internet.

- A summary of the results of our monitoring information will be included on the college's internet.

7.2 To students

- Our commitment to racial equality will be displayed in various areas of the College.
- The policy and action plan will be available on the College internet.
- Copies of the policy will be available for reference in the library.
- A summary of the "Equality Framework" will be included in equality newsletters, and available on Diversity Day.

7.3 To staff

- A programme of equalities training will be included as part of staff development.
- The policy and action plan will be available on the College internet.
- The induction programme will highlight the College's commitment to racial equality, action to be taken by learners who suffer discrimination and the action to be taken against any perpetrators of discrimination.
- A summary of the results of our monitoring information will be included in the college's internet.

8 Consultation and involvement of Students and Staff

8.1 Staff

- Equalities item in staff newsletters.
- Appropriate staff forums and meetings.

8.2 Students

- *Equalities item in information sent to students.*
- Student forum
- Included in meetings of student organisations e.g. SEC
- Equalities area of moodle (virtual learning environment).

9 Equality Impact Assessments

- New and existing policies, strategies and institutional developments will be screened for possible impact. A pro-forma for screening equalities impact assessments is included with the Equalities Action Plan 2009-2010,
- In the event of a significant risk to any group covered by equalities legislation a full assessment will be carried out.