

RACE EQUAITY POLICY

Produced by: -	D Brookes		
Approved by: -	Strategic Management Team	18/9/02	Minute 686
Endorsed by: -	Employment Committee	10/2/03	Minute 222
	Curriculum and Quality Committee	11/2/03	Minute 62
Policy Implemented: -	Immediately		
Review: -	September 2005		
Produced by: -	D Brookes		
Approved by: -	Strategic Management Team	2/3/05	Minute 967
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		06/05/08	Minute 1435
	Equal Opportunities Group	1/2/05	Minute 51
		04/10/07	Minute 94
		23/04/08	Minute 105
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	Curriculum and Quality Committee	11/5/05	Minute 122
		14/11/07	Minute 193
		21/05/08	Minute 202
Review: -	April 2011		

Preamble to the Policy

Equal Opportunities

The College shall comply with all statutory duties in respect of equal opportunities in the areas of sex, race, age, disability, sexual orientation, transgender religion, belief and the rehabilitation of offenders. The college shall also comply with the Human Rights Act 1998 and any subsequent enactments or modifications.

Race Equality Policy

1. Introduction

1.1 The College is committed to promoting equality of opportunity and good race relations between persons of different racial groups and avoiding racial discrimination, whether direct or indirect.

2. Background

2.1 The Race Relations (Amendment) Act 2000, has placed a general duty on public authorities, including the College, to promote race equality and in particular:

2.1.1. to eliminate unlawful racial discrimination

2.1.2 to promote equality of opportunity and good relations between people of different racial groups (A racial group is “a group of people defined by their colour, race, nationality (including citizenship), or ethnic or national origins”: Race Relations Act 1976 s.3(1)).

2.2 The Act has placed further specific duties on Further Education Institutions to publish a Race Equality Policy and an action plan for its implementation, and to put in place appropriate monitoring and audit to allow for effective assessment of the impact of the policy and constructive development of new policies and the enhancement of existing policies.

2.3 This policy has been developed in accordance with the guidance and code of practice issued by the Commission for Racial Equality.

3. Commitment

3.1 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 relations between different racial groups.

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

4. Consultation

4.1 At all stages in the implementation and review of this policy, consultation will be a key feature. This will include all staff and students and in particular those from different racial groups, and other interested and relevant groups within the College.

5. Community

5.1 The College will be attentive to the needs and values of the community and racial equality organisations in fostering a positive environment in which diversity and difference are valued.

6. Guidance, Support and Training

6.1 Guidance, support and training will be provided to members of staff to ensure that the College's commitment to race equality is fully achieved. The purpose of training is to inform individuals and also to ensure that principles underlying the Race Equality Policy covers decision-making processes throughout the College.

7. Monitoring and Auditing

7.1 The College has in place arrangements to monitor, by reference to different racial groups, the selection and recruitment of members of staff and the admission of students. The results of these monitoring processes are to be reported annually to the Equal Opportunities group, Strategic Management team and Corporation.

7.2 In addition to the monitoring and assessment arrangements already in place, the College is putting in place procedures to ensure that such additional monitoring is undertaken as is necessary to ensure that the College is able to identify possible improvements in its practices, whether in relation to teaching, learning and assessment; management and governance; admissions, access and participation; students' support and guidance; behaviour and discipline; partnership and community links; staff recruitment, training and career development; and service delivery.

7.3 The College's Race Equality Action Plan sets out in greater detail the way in which arrangements for monitoring are to be developed into the future.

8. Responsibilities

8.1 The Corporation is responsible for securing compliance with the general and specific duties and for overseeing implementation of the Action Plan.

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- 8.2 The Principal is responsible for providing leadership in the promotion and implementation of the Action Plan.
- 8.3 The College's Equality Working Group is responsible to the Corporation for the development, implementation, monitoring, prioritisation and review of equal opportunities policies generally.
- 8.4 All College Committees are responsible for ensuring that this policy is embedded in their duties and functions in relation both students and staff
- 8.5 All employees with managerial responsibility have a duty to take forward specific actions under this policy as identified in the action plan in addition to the general duties under the Act.

9. Contractors and Service Providers

- 9.1 The College's procurement policies will address, where appropriate, the need to promote race equality and good race relations between different racial groups.

10. Review

- 10.1 The Race Equality Policy will be reviewed every 3 years to assess its effectiveness.

11. Publication

- 11.1 The College will publish its race equality policy and action plan on the College website and will update these policies in the light of the annual review. It will also publish the results of monitoring and assessments, including information on consultation undertaken as part of the assessment process.

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RACIAL EQUALITY ACTION PLAN 2008-2011**

Scheme Formation & Consultation	
Monitor and review race equality as part of annual equal opportunities review and report	Annually
Review/Re-affirm College Race Equality policy	Year 2011
Policy Priorities	
Promote Race Equality to staff and students on an ongoing basis	Annually
Promote Race Equality as part of staff and student induction	Annually
The College Institutional Plan will specifically consider the impact on race within each planning round.	Annually
Arrangements for Publishing, Assessment, consultation and monitoring reports	
The Race Equality Policy and action plan will be published and made available to all staff, students and other interested parties via the College web site.	ongoing
The College Equal Opportunities Group will annually review policy implementation. In doing this monitoring information will be assessed.	ongoing
All major College committees will receive an annual report on equality of opportunity and be asked to comment.	Ongoing (each Autumn)
The College equality group will monitor race equality through quantitative and qualitative means meeting at least termly to do so.	ongoing
Race Equality and other equal opportunity issues will be monitored by all departments of the College by being a standing item on team meeting agendas.	From 2008/9