



RACE EQUALITY POLICY STATEMENT

1.0 Background

- 1.1.0 This policy has been prepared in order to comply with the general and specific duties placed upon further and higher education institutions in the amended Race Relations Act 1976 (2000).
- 1.1.1 This Policy follows the framework for a Race Equality Policy Statement issued by the Commission for Racial Equality and endorsed by the Learning and Skills Council and the Association of Colleges.
- 1.2.1 This Policy has been approved by the Corporation of Stockton Sixth Form College.

2.0 The College

- 2.1.0 Stockton Sixth Form College is a further education corporation incorporated under the Further and Higher Education Act 1992.
- 2.2.0 The College Mission Statement, Aims and Values
- 2.2.1 Mission Statement - Supporting Student Success

All the staff at Stockton Sixth Form College are committed to extending educational opportunity in a challenging, responsive and safe environment. Everyone at the College has high expectations of success and all are actively assisted to achieve their full potential.

- 2.2.2 Aims and Values
 - 2.2.2.1 We are sensitive to the needs of all members of the College community and value all equally.
 - 2.2.2.2 We provide an environment which fosters excellent relationships giving students confidence that staff are approachable, willing to listen and able to offer help and advice.
 - 2.2.2.3 Students are encouraged to assume considerable responsibility for their own learning so that they can progress directly into employment or into employment after higher education.
 - 2.2.2.4 We place great emphasis on the quality of our specialist tutorial and study support systems which enhance the personal and social development of the individual; these encourage students to have self-confidence and awareness of their own needs and those of others.
 - 2.2.2.5 We are committed to continuing to be the College of first choice in the Stockton area for young people, providing a wide range of academic, vocational and



enrichment courses. We deliver high standards of achievement, consistently exceeding expectations, and develop the whole person, so enabling students to progress to good careers either straight after College or after University.

- 2.2.2.6 We seek to be responsive to the needs of the community and contributing to the economic development of the Tees Valley by providing high quality programmes for students. The College provides excellent opportunities for a second chance at education after compulsory schooling.
- 2.2.2.7 We seek to recruit and retain excellent staff, providing them with the best possible facilities and resources for teaching and learning as well as supporting their continuing professional development.

3.0 The College Equal Opportunities Policy

- 3.1.0 Stockton Sixth Form College Further Education Corporation is committed to ensuring that everyone working or studying at the college should be valued equally, regardless of class, race, religion, colour, disability, sexuality, age or gender.
- 3.1.1 The college aims to continue to promote the development of every student to his/her full potential. In pursuing this, it will endeavour to ensure that every student has full entitlement to the appropriate resources and learning experiences provided by the college curriculum.

4.0 The College Commitment

- 4.1.0 The college Race Equality Policy Statement is based upon the college's mission, aims and values and its Equal Opportunity Policy, and sets out to promote race equality and good race relations and eliminate all unlawful racial discrimination.
- 4.2.0 The college is committed to:
 - 4.2.1 actively tackling racial discrimination, and promoting racial equality and good race relations;
 - 4.2.2 encouraging, supporting, and helping all students and staff to reach their potential;
 - 4.2.3 working with other institutions, local communities and others to tackle racial discrimination and to encourage and promote good practice in achieving race equality; and
 - 4.2.4 making sure the Race Equality Policy Statement and its procedures are followed.



5.0 Responsibilities

5.1.0 The Governors are responsible for:

making sure the college stays within the Race Relations Act and meets all its duties, including the general duty and specific duties; and

making sure that the Race Equality Policy Statement and its procedures are followed.

5.2.0 The Principal is responsible for:

giving a consistent and high profile lead on race equality issues;

promoting the Race Equality Policy Statement within the institution and publicising its existence to those outside; and

making sure that the Race Equality Policy Statement procedures are followed within the college.

5.3.0 Managers and Heads of Departments are responsible for:

putting the Policy and its procedures into practice within the area of their responsibility;

making sure as line managers that their staff know their responsibilities, and receive support and training in carrying these out; and

following relevant procedures and taking action against staff or students who discriminate for reasons of race, colour, nationality or ethnic or national origin.

5.4.0 All staff are responsible for:

dealing with racist incidents, and tackling racial bias and stereotypes;

promoting race equality and good race relations, and avoiding discrimination against any one for reasons of race, colour, nationality or ethnic or national origin; and

responsible for participating in such training as is required to ensure that the college exercises its duties in law with regard to race relations, equal opportunities and the promotion of racial equality.

6.0 Contractors and Service Providers

6.1.0 All contractors and providers of services will be required to follow the college's Race Equality Policy.



7.0 Breaches of the Policy

- 7.1.0 Actions by members of staff which are in breach of the college's Race Equality Policy will be dealt with in accordance with the college's informal and formal Disciplinary Procedure for staff.
- 7.2.0 Actions by students which are in breach of the college's Race Equality Policy will be dealt with in accordance with the college's informal and formal Disciplinary Procedure for students.
- 7.3.0 Complaints by members of the college or members of the public with regard to the college's duty in relation to race equality and the operation of the Race Equality Policy and procedures will be dealt with in accordance with the college's Complaints Procedure. Copies of the procedure are available on request from the Clerk of the Corporation.

8.0 Publication through Race Equality Policy Statement

- 8.1.0 The college's Race Equality Policy Statement, as approved by the Corporation, will be issued to all students and members of staff at the commencement of their programme of study/employment at the college.
- 8.2.0 A copy of the college's Race Equality Policy Statement will be available on request for inspection by members of the public at the college's General Office.

9.0 Monitoring

- 9.1.0 The college will collect and maintain data of student enrolments and the employment of staff, analysed by race and ethnicity.
- 9.2.0 The college will collect and maintain data of student achievement analysed according to race and ethnicity.
- 9.3.0 This data will be presented to the Corporation in the form of annual reports by the Principal and will be used to inform the college's annual strategic planning and quality review cycles.

10.0 Reviewing and assessing Policies

- 10.1.0 The Principal will undertake an annual review of the membership of the college's Equal Opportunities Committee in order to ensure that it is fully representative of the racial, ethnic or national groups studying and working at the college.
- 10.2.0 Race equality questions will be built in to the college's self-review and evaluation framework and will be reported to the college's Equal Opportunities and Quality Committees and to the Corporation.
- 10.3.0 An annual review and assessment of the college's Race Equality Policy and its implementation and effectiveness will be undertaken through the college's Equal Opportunities Committee.



11.0 Publishing the results of monitoring, review and assessments

- 11.1.0 The results of monitoring, review and assessment of the college's Race Equality Policy and its implementation will be presented annually by the Principal in a report to the Corporation together with any recommendations for amendments or revision.
- 11.2.0 The report will be made available to staff and students through the college's usual internal procedures and will be available to members of the public on request from the college's General Office.

12.0 Harassment

- 12.1.0 Harassment may be defined as any hostile or offensive act or expression by one or more persons towards any other.
- 12.2.0 Harassment may take the form of racist behaviour (i.e. actions by a person(s) of one racial or ethnic group towards a person(s) of any other group) or hostile or offensive acts or expressions by a person(s) with regard to the sexuality of another person or such acts or Expressions directed towards students with any disability.
- 12.3.0 Similarly, harassment may take the form of "bullying" (i.e. sustained hostile and offensive acts against any person(s) by others irrespective of gender, ethnicity or disability).
- 12.4.0 All of the above behaviour, whatever its circumstances, is unacceptable. All instances of alleged behaviour must be reported immediately to a member of staff. An investigation will be carried out and appropriate action will be taken by the College (see Charter).

Staff responsible	Last update	Review date
VMH	May 2010	November 2011