

Race Equality Policy

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Race Equality Policy

1 Purpose

Perth College UHI is committed to being both a college and employer of choice. We are committed to the promotion of equality and diversity and believe there is no place for unlawful discrimination in any of our services and activities. We aim to ensure that all of our policies, procedures and practices do not unfairly discriminate and that positive measures are taken to redress any inequalities in employment practices, provision of services to students and customers or the way in which we manage our business.

This policy details how we carry through our statutory duties and demonstrate our commitment to race equality.

2 Scope

This policy applies to all staff and students (and potential staff and students). It also applies to those individuals who are carrying out our duties through a contract or service level agreement with the College.

3 Definitions

3.1 Ethnic Group

An ethnic group comprises those who share at least some cultural features. Everybody belongs to an ethnic group.

People's ethnicity includes their:

- History.
- Language.
- Beliefs.
- Religion.
- Nationality, and,
- Geographical region (for example in the UK it could include British, English, Welsh, Scottish, Irish).

Ethnic is a term applied much more to minority groups within society than to the majority group. Accordingly, ethnic groups that are in the minority are commonly referred to as ethnic minority groups or minority ethnic groups. The latter term is often preferred as it attributes the minority status to the ethnicity of the group rather than to the group itself.

3.2 Race

The term race is defined as a group of people of common ancestry with distinguishing features, such as skin colour.

3.3 Racism

Racism refers to the ideology of the superiority of one particular ethnic or cultural group over another. The notion of superiority is expressed through beliefs, attitudes and behaviours that perpetuate injustice and prompt discrimination.

3.4 Discrimination

Discrimination occurs when prejudices and stereotypes prompt actions that result in less favourable treatment of individuals or groups. The Equality Act 2010 prohibits both direct and indirect discrimination on the grounds of age, disability, sex, gender re-assignment, race, religion and belief, sexual orientation, marriage and civil partnership and pregnancy and maternity.

Direct race discrimination occurs when someone is treated less favourably than another on grounds of their perceived or actual race, colour, nationality (including citizenship), ethnic or national origin. For example, it is unlawful to decide not to employ someone, to dismiss them, refuse to promote them, deny them training, give them adverse working conditions or deny them benefits based on such grounds.

Indirect race discrimination occurs when an organisation has employment rules, selection criteria, policies and other practices, conditions or requirements that are applied equally to everyone but which can only be met by a considerably smaller proportion of people from a particular racial group, where this is to their detriment and cannot be justified on non-racial grounds.

3.5 Harassment

The term harassment denotes unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them, having regard to all the circumstances, including the perception of the victim.

Harassment can take many forms and examples include physical contact, offensive language, gossip, slander, graffiti, obscene gestures, exclusion. Harassment can involve persistent conduct or behaviour that continues after the individual states they want it to stop. A single incident can also constitute harassment if it is sufficiently serious.

3.6 Victimisation

Victimisation is treating someone less favourably because of something they have done under or in connection with the equalities legislation, for example, made a formal complaint of discrimination, provided support to a colleague raising a complaint of discrimination.

4 Key Principles

We are committed to carrying through our statutory duties to:

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

We will demonstrate our commitment to race equality by:

- Monitoring the impact of our policies on different ethnic groups.
- Removing barriers to maximise participation, retention and achievement of our students and staff.
- Fostering respect for differences between groups and individuals.
- Promoting positive non-discriminatory behaviour.
- Ensuring appropriate support for our staff and students.
- Encouraging links with the wider community.

We have identified 5 key objectives in achieving our aim to promote race equality and eliminate unlawful discrimination in our employment and in the services we provide to our students and customers. Our race equality objectives are based on feedback from College stakeholders and our information gathering. In addition to meeting our general and specific race equality duties, we believe they reflect our commitment to embedding equality of opportunity in all that we do.

4.1 Objective 1

We will **promote race equality** and **promote good relations between people from different racial groups** by:

- Ensuring that our staff have appropriate training and information on race equality.
- Working with staff and students from different ethnic and cultural backgrounds to remove any barriers to accessibility of opportunity.
- Work with staff, students and community groups to ensure an understanding of diverse cultural and ethnic group needs.

4.2 Objective 2

We will **tackle discrimination** on the grounds of race by:

- Taking a zero tolerance approach to the discrimination and harassment of staff, students and service users.
- Challenging negative attitudes, stereotyping and inappropriate language.
- Providing information, guidance and support to management on their responsibilities under the equalities legislation.
- Promoting positive images of people from different racial groups in our literature and information.

4.3 Objective 3

We will **support staff and students** to achieve their full potential by:

- Affording equality of opportunity to courses, employment and training activities.
- Providing appropriate support and facilities to meet individual/group needs.

4.4 Objective 4

We will **work in partnership** with staff, students and representative community groups by:

- Making equality impact assessments of our policies and practices to identify where action needs to be taken to make improvements or changes and to promote equality of opportunity.
- Involving relevant people and groups in the changes and improvements we make to our practices and procedures.

4.5 Objective 5

We will **monitor and report** on our progress annually by:

- Involving relevant people and groups in the production, recording, collation, analysis and follow-up of monitoring data for staff and students.
- Publishing the results of our progress reviews in terms which will protect sensitive personal data (Data Protection Act 1998).

An action plan has been developed and published which details how we will achieve our objectives. This action plan is available separately on our website or is available by contacting Susan Bald, Director of Human Resources and Organisational Development, on 01738 877229 or by e-mail at susan.bald@perth.uhi.ac.uk. We will publish on our website and staff intranet our progress on our action plan activities on an annual basis.

5 Responsibilities

5.1 Board of College Management

As the governing body of the College, the Board is responsible for ensuring that the College complies with its statutory obligations in terms of race relations.

5.2 Management

Management are responsible for ensuring that our commitment to race equality is not only followed through but is adequately communicated both

internally and externally. Management will deal with non-compliance of this policy through appropriate College procedures.

5.3 All Staff

All staff have a responsibility to ensure the continuing success of this policy by:

- Treating other people with respect.
- Bringing to the attention of management any suspected breaches of this policy.
- Ensuring that selection for recruitment, promotion, training and work allocation is carried out in a non-discriminatory manner.
- Ensuring that selection for admission and ongoing assessment of students is carried out in a non-discriminatory manner.
- Working together to promote a harmonious working and studying environment and to eliminate discrimination and harassment.

5.4 All Students

All students have a responsibility to ensure the continuing success of this policy by:

- Treating other people with respect.
- Bringing to the attention of management any suspected breaches of this policy.
- Working together to promote a harmonious working and studying environment and to eliminate discrimination and harassment.

5.5 Contractors

All contractors and providers of services on behalf of the College shall be responsible for following this Race Equality Policy and any equality conditions in contracts or agreements.

5.6 EDIT (Equality, Diversity Inclusion Team)

EDIT will review progress against our race equality objectives and action plan on a quarterly basis. The EDIT steering group is comprised of management, staff, and student representatives and is supported by a wider communication and consultation network. EDIT reports to the College's Senior Management Team and the Board of Management Engagement Committee.

5.7 Quality approval check of the policy is the responsibility of the Quality Manager who will arrange for the policy to be posted on the intranet.

6 **Linked Policies and Related Documents**

- Race Equality Objectives and Action Plan 2011/12.
- Equal Opportunities Strategy.
- Race Equality Annual Progress Report 2011.

7 **Relevant Legislation**

- Race Relations Act 1976.
- Race Relations (Amendment) Act 2000.
- Data Protection Act 1998.
- Equality Act 2010

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