



North West Regional College Policy and Procedures

Race Equality Policy

Approved by Principal and Chief Executive	Date
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Issue	Document Title	Date Last Reviewed	Next Review Date	Responsibility of
5	Race Equality Policy	August 2021	August 2024	Michelle Breslin

North West Regional College

Race Equality Policy



1. Introduction

- 1.1 This policy was developed to equip the College to be able to address issues in relation to The Race Relations (NI) Order 1997 and The Race Relations Order (Amendment) Regulations (Northern Ireland) 2003.
- 1.2 The Race Relations (NI) Order 1997 and The Race Relations Order (Amendment) Regulations (Northern Ireland) 2003 introduced additional requirements upon employers to positively promote equality.
- 1.3 The College will provide this policy in alternative formats on request where reasonably practicable, eg, Braille, Large Print, Computer Disk, Audio Formats, etc, and/or alternative language.
- 1.4 The College is committed to promoting equality of opportunity and good relations in accordance with Section 75 of the Northern Ireland Act 1998. This policy should be interpreted in a manner consistent with the aforementioned legislation.

2. Our Commitment

- 2.1 The College celebrates and values the diversity brought to its workforce by individuals, and believes that it will benefit from engaging staff from a variety of racial, ethnic and national backgrounds, thus allowing it to meet the needs of a diverse student population within a multi-cultural society. The College will treat all staff, students and applicants with respect and dignity, and seek to provide a positive working and learning environment free from racial discrimination, harassment or victimisation.
- 2.2 The College will seek not only to eliminate discrimination, but also to create a working and learning environment based on positive relations between members of different racial groups. To this end, the College undertakes to provide training for staff and support for staff/students, to consult with staff/students about their experience of the working/learning environment, and to reflect a multi-cultural college in any material, which it produces, for staff, students and applicants. The aim is to create a positive inclusive ethos where issues of racism, stereotyping and discrimination can be discussed openly with a shared commitment to challenging and preventing racism and discrimination, to respecting diversity and difference, and to encourage good relations between people of different groups.
- 2.3 The College will seek to ensure as far as possible equity for communities in relation to access to learning programmes and facilities.

3. Definitions and scope

- 3.1 Both institutional and individual racism “can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantages ethnic minority people.” [Macpherson]
- 3.2 The College recognises that institutional racism can exist, and that no organisation is immune to it.
- 3.3 This policy is applicable to both College staff and students.

4. Our Statutory Duties

- 4.1 Under The Race Relations (NI) Order 1997 and The Race Relations Order (Amendment) Regulations (Northern Ireland) 2003, and Section 75 of the Northern Ireland Act, 1998¹, the College has a general duty to have due regard to the need to:
- Eliminate unlawful race discrimination;
 - Promote equality of opportunity;
 - Promote good relations between people from different racial groups.

5. Meeting Our Duties

- 5.1 We will seek to ensure that:
- staff and students are aware of our race equality policy and the action needed for its implementation;
 - staff and students are aware of the value placed upon equal opportunity and that action will be taken in the event of any breach of the policy;
 - the Leadership and Management Team will have access to information, which assists them to plan, implement and monitor actions to carry out their responsibilities under the policy.
- 5.2 We will also ensure the College’s publicity materials present appropriate and positive messages about minority racial groups.

6. Monitoring Our Progress

- 6.1 The monitoring process will be used to ensure that staff are treated equally in terms of promotion, staff development, grading etc.

7. Positive Action

¹ This policy does not detract from any other compliance under Section 75 of the Northern Ireland Act, 1998.

7.1 In specific circumstances, the College will take positive action (where appropriate) as a way of overcoming racial inequality².

7.2 Positive action allows organisations to:

- provide facilities or services (in training, education or welfare) to meet the special needs of people from particular racial groups (for example, English language classes);
- target job training at particular racial groups that are under-represented in a particular area of work;
- encourage applications from racial groups that are under-represented in particular work areas;
- encourage staff from under-represented minority ethnic groups to apply for promotion or transfer opportunities;
- provide training for staff from under-represented racial groups where a need has been identified.

7.3 Positive action strategies are intended to be temporary measures only. They must be kept under regular review and cannot be used once the special needs have been met or if the under-representation no longer exists. The College will ensure that when using positive action as a strategy, it falls within the law.

8. Division of Responsibilities

8.1 The Principal and Chief Executive will be responsible for ensuring that:

- the College's strategic plan includes a commitment to equality;
- equality training features as part of the College's staff development plan;
- the College is compliant with statutory responsibilities in relation to race legislation as an employer and service provider.

8.2 The Leadership and Management Team are responsible for taking the lead in creating a positive, inclusive ethos that challenges racist or inappropriate behaviour on the part of managers, staff or students and ensuring that:

- they are aware of the College's statutory duties in relation to race and Section 75 legislation;
- all aspects of College policy and activity are sensitive to racial issues;
- racial group monitoring information is collected and analysed;
- the procedures for the recruitment and promotion of staff enshrine best practice in equal opportunities;

² Positive action/affirmative action will only be taken under guidance from the NI Equality Commission. For guidance refer to articles 37 and 38 of the Race Relations (NI) Order 1976 (as amended by the Race Relations Order (Amendment) Regulations (Northern Ireland) 2003.

- the College's publicity materials present appropriate and positive messages about minority racial groups;
- they examine and regularly review existing policies;
- student induction programmes reflect the College's commitment to promote equality of opportunity;
- appropriate training and development is provided to support the appreciation and understanding of diversity;
- staff are given appropriate support and requests for adjustments are given due consideration.

8.3 Staff are responsible for ensuring that:

- they are aware of the College's statutory duties in relation to race and Section 75 legislation;
- their schemes of work, lesson content and teaching resources demonstrate sensitivity to issues of cultural diversity;
- they report inappropriate behaviour by students, work placement providers, outside contractors or other members of staff;
- the College and each of its individual staff and students deal with racism, whether witting or unwitting, whenever it occurs.

9. Publicising Our Policy and Progress

9.1 To the public (including students and applicants):

- our commitment to racial equality will be highlighted in our prospectus;
- a summary of the results of our applicant monitoring information will be included in our annual Equal Opportunities report, where this does not breach individual confidentiality;
- a summary of the results of our student monitoring information will be included as an agenda item for the Equality Working Group on an annual basis.

9.2 To students:

- all students will be advised that this policy is available on the College's intranet and copies will also be available in the library.

9.3 To staff:

- all staff will be advised the policy is available on the College's intranet. This will also be referenced in the Staff Handbook;
- the College's Staff Development Programme will highlight the College's commitment to racial equality, as part of the wider Equality Agenda.

Any published information will have due regard for individual confidentiality.

10. Complaints

- 10.1 The College will seek to provide a supportive environment for those who make claims of discrimination or harassment.
- 10.2 Acts of racial discrimination (direct or indirect), harassment, victimisation or abuse will be treated as a serious disciplinary offence.
- 10.3 Staff who feel they are being discriminated against on racial grounds by other members of staff should raise the matter under the Complaints Procedure incorporated in the College's Equality Scheme or other appropriate procedure, which will, if the accusation is upheld, be treated as a serious disciplinary offence.
- 10.4 If, in the course of their work, College staff suffer racial discrimination from members of the public, the College will take appropriate action and provide appropriate support.
- 10.5 Any racist behaviour directed against staff or students by students will be dealt with under the student disciplinary procedure.
- 10.6 The complainant will be provided with assistance in relation to accessible format, ie, different language, Braille, large print, audio format, etc, if required.

11. Review and Consultation

- 11.1 The College Equality Working Group will review this policy on a regular basis in accordance with legislative developments and the need for good practice.
- 11.2 As part of the review the Equality Working Group will seek and take into account the views of stakeholders including students, the local consultation/negotiating arrangements within the College, and appropriate equality bodies (i.e. NI Equality Commission).

12. Implementation

- 12.1 The College will monitor staff and student data and implementation of policy and positive action processes will be reviewed annually.

13. General

- 13.1 This policy should not be read in isolation, but cross-referenced with all relevant College employment and student policies.