

## RACE EQUALITY POLICY

<i>Date of Policy</i>	<i>June 2008</i>
<i>Updated</i>	<i>Jan 2012</i>
<i>Approved by Principal(s)</i>	<i>Yes</i>
<i>Review Date</i>	<i>Jan 2013</i>
<i>Key Staff</i>	<i>All Staff</i>
<i>Lead Staff for Review</i>	<i>Head of Welfare (CN)</i>

### Purpose

This policy reflects our belief in a cultural diversity that embraces individuals and promotes community spirit. It is in keeping with our vision that we will prepare our students for participation in our multi-ethnic society. It further aims to promote equality of opportunity and good race relations and to eliminate any form of racial discrimination and prejudice.

Using a whole-College approach, we will ensure that we do not inadvertently discriminate. We will achieve this by monitoring and reviewing our practice whilst ensuring opportunities within the Curriculum for promoting good race relations and dealing with racist incidents effectively. We will implement our strategies for dealing with racist incidents according to guidance provided by the CRE and in accordance with known best practice for supporting all Students, Parents, Staff and visitors to the College.

### Relationship to other policies

Racial equality is an explicit aim in all of our policies and underpins all aspects of work at the College.

### Roles and Responsibilities of Principal and other Staff

The **Principal** will ensure that:

- The Curriculum promotes positive attitudes to ethnic and cultural diversity and challenges racism
- The College recognises the importance of language to a person's sense of identity and belonging
- Communication with parents recognises and responds to ethnic and cultural differences
- Appropriate methods of communication are used to enable all Staff, Students, Parents and Agents to understand their rights and responsibilities in relation to race equality

- All Staff are informed of their responsibilities and receive appropriate support to deal effectively with racist incidents, racism, racial harassment, prejudice and stereotyping
- Information is collected to identify issues and trends in the performance of ethnic groups
- All racist incidents are investigated and recorded for future monitoring and reporting
- A sensitive and structured system of support is available to victims of racism, racial discrimination, racial incidents and racial harassment and is outlined in the College anti-Bullying Policy
- The College has clear procedures for dealing with perpetrators of racist incidents and uses its 5 stage discipline process to deal with offenders
- Immediate action is taken to remove racist graffiti from all College property
- Active links are encouraged with external organisations dealing with racist incidents and racial harassment.

All **Staff** are expected to:

- Actively and positively promote racial equality and good race relations
- Avoid any form of racial discrimination
- Follow the guidelines for dealing with perpetrators of racist incidents and secure appropriate support for the victims
- Address racist incidents that are reported to them following agreed procedures stated in our Behaviour and Anti-Bullying policies
- Ensure that they are well informed on race relations legislation.

We will expect all members of the College community to be committed to this policy, and that visitors will comply with it. We accept responsibility for ensuring that this policy is implemented in every aspect of College life. If there is a breach of the policy, the College will take appropriate action. This may include the following :

In the case of **Staff** breaching the policy the relevant procedures outlined in the Staff Disciplinary Procedures will be instigated.

In the case of **Students** breaching the policy:

- Staff dealing with the incident will refer it to the Head of House (Cambridge) or Pastoral Manager (Canterbury) and Personal Tutor
- All Racist incidents must be reported to the Vice Principal and are recorded in the Racism log which is reviewed on a regular basis
- The perpetrator will be dealt with in accordance with the behaviour policy
- The consequences of any further breach of conduct will be clearly stated with the ultimate sanction of permanent exclusion.

In the case of **parents, visitors or contractors** breaching the policy:

- They will be reminded of the commitment of the College and CEG to race equality and be asked to desist
- Further incidents may lead to individuals being requested to leave College premises.

### **Arrangements for Monitoring & Evaluation**

The Vice Principal and Pastoral Manager will monitor the pattern and frequency of racist incidents and other aspects which may be of concern in terms of racial equality within the College and its wider community.

This policy has regard to guidance issued by the Secretary of State