

## **Race Equality Scheme**

### **1. Introduction**

The purpose of this paper is to provide an overview of the work New College has undertaken to meet the general and specific duties of the Race Relations Act 1976 (as amended by the Race Relations (Amendment) Act 2000 and the Statutory Duties Order 2001). There is currently no legal requirement for colleges of further education to prepare a Race Equality Scheme or a Single Equality Scheme.

### **2. Our Race Equality Duties**

Our duties are a general duty to have due regard to the need to:

- eliminate unlawful racial discrimination;
- promote race equality; and
- promote good relations between people of different racial groups

and specific duties to:

- prepare and maintain a race equality policy
- assess the impact of its policies on students and staff from different racial groups
- monitor, by reference to racial groups, the recruitment and career progress of employees, and the admission and progress of students
- set out the College's arrangements for publishing the results from assessment and monitoring
- where reasonably practicable, publish annually the results of assessments and monitoring.

### **3. Our Commitment to Race Equality (from our Race Equality Policy)**

3.1 We recognise that in order to implement the Race Equality Duty it is necessary to develop a pro-active approach to mainstreaming race equality into all decisions and activities.

3.2 We celebrate and value the diversity brought to our workforce by individuals, and believe that the College will benefit from engaging staff from a variety of racial, ethnic and national backgrounds, thus allowing us to meet the needs of a diverse student population within a multi-cultural society.

3.3 We will treat all employees and students with respect and dignity, and seek to provide a positive working and learning environment free from racial discrimination, harassment or victimisation.

3.4 We will seek not only to eliminate discrimination, whether overt or covert, but also to create a working and learning environment based on positive relations between members of different racial groups.

3.5 We will undertake to provide training and support for staff, to consult with ethnic minority staff about their experience of the working environment, and to provide diverse images in any material which is produced for students and staff.

3.6 We aim to create a positive inclusive ethos where issues of racism, stereotyping and discrimination can be discussed openly, and in confidence where appropriate, 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.

3.7 We will work towards the elimination of racism, whether overt or covert, and will seek to ensure that individuals and communities have equal access to learning programmes and facilities.

3.8 We undertake to adhere to the Race Equality Duty Code of Practice and the CRE Guide to FE/HE Institutions (available at [www.equalityhumanrights.com](http://www.equalityhumanrights.com)).

#### **4. Our Policies and Practices**

4.1 New College implemented a Race Equality Policy in 2002, which was revised in 2009, using guidance on best practice from the Association of Colleges.

4.2 Our Action Plan was derived to meet the aims and objectives of this policy and this plan has been revised on several occasions, most recently in 2008. Copies of both the policy and the action plan are available for staff, students and Governors. Other interested parties may contact the Equal Opportunities Adviser for copies of these documents.

4.3 Equality of opportunity features throughout the strategic and operational management of the college, in all our work for and with staff and students. We explicitly state this in many of our publications as follows:

*"New College is committed to Equality, Diversity, Inclusion and Excellence".*

*"Our College. We belong."*

*"We do not tolerate discriminatory behaviour or language..."*

4.4 Staff and student inductions emphasise that we wish to promote good race relations and remind people about our procedures.

4.4 We display positive images of our diverse student group in our prospectus, marketing materials and displays inside and outside the college.

4.5 We have an Equal Opportunities Adviser and an Equality and Diversity Working Group.

4.6 We are now embarking on a fundamental review of the impact of our policies and procedures.

#### **5. Our Teaching and Training Expertise in Equality and Diversity**

5.1 We are subject to the OFSTED inspection framework which requires us to provide evidence of policies, practices, teaching materials and a culture which enables us to exceed the legal requirements. Equality and Diversity must feature learning plans and schemes of work for all our provision.

5.2 New College teaches Equality and Diversity as assessed modules on many of our qualification based courses, for example, Health and Social Care, Public Services, Teacher Training.

5.3 Our successful English for Speakers of Other Languages provision also provides social support and citizenship education to assist those making a life in Britain.

5.4 We teach young people and adults subjects within which the nature of society and social policy is examined and debated, for example, Citizenship, Sociology, Politics and Economics.

5.5 Other employers use our work based learning provision to train their own staff in Equality and Diversity.

5.6 Our own staff have been offered many internal and external training opportunities and are currently undertaking an on line course entitled Diversity in the Work which has become a condition of employment.

## 6. Our Student Population

6.1 We are the foremost provider of education for over 3,000, 16 -19 year old students in the area and attract over 10,000 adult students largely to part time or work based courses.

6.2 We draw 80% of our students from Swindon and attract students from neighbouring counties. The diversity of the Swindon population has increased in recent years.

6.3 We monitor our student intake and are pleased to note that we are reflecting the changes within the local secondary school population.

		BME	White	Unknown
07 08	Enrolments Under 19	14.2%	82.5%	3.3%
2008	Swindon Secondary School Students 11-16	11.2%	87.1%	1.6%
07 08	Enrolments 19+	11.8%	84.0%	4.2%
07 08	All Ages All Students	11%	85%	4%
2001	Swindon Borough Census	4.8%	95.2%	n/a
07 08	117 Nationalities other than British			

6.4 We monitor our student achievement and investigate any discrepancies between different ethnic groups.

## 7. Our Employment Practices

7.1 Recruitment. We follow best practice in recruitment and selection and review our recruitment practices annually to monitor the progress of ethnic minority applicants through our selection systems.

7.2 Staffing. The percentage of staff declaring themselves to be from a Black or Ethnic Minority exceeds that of the 2001 Swindon population census. We seek to increase this proportion so that our staff mix is comparable with that of our student population. There has been a year on year increase in the workforce.

BME staff	05 06	06 07	07 08
Percentages	4.4%	4.6%	5.5%

## **8. Our relations with our local community**

8.1 We have longstanding relationships with community groups and those working to promote race equality. For the last 4 years we have run Diversity Weeks where staff and students to interact with community members. Recent visitors have included:

Swindon Race Equality Council	Punjabi Community Association
Tamil Association and Hindu Samaj	African Womens' Group
Representatives from the Turkish community	Sikh Temple
Jewish Community	

8.1 On the rare occasions where our students have been involved in incidents in the community, our Student Services Manager has participated in multi agency working groups, such as the Gold Group convened by Wiltshire Police.

**9. Comments, Compliments, Questions or Concerns? Contact our Equal Opportunities Adviser through [info@newcollege.ac.uk](mailto:info@newcollege.ac.uk)**