



Race Equality Policy

This policy is available on-line at: www.tynecoast.ac.uk

- We will consider any request for this policy to be made available in an alternative format or language. Please note that the College may charge for this. Please contact: Executive Director of HR
- We review our policies regularly to update them and to ensure that they are accessible and fair to all. We welcome suggestions for improving the accessibility or fairness of this policy.
- All our policies are subject to equality impact assessments*. We are always keen to hear from anyone who wishes to contribute to these impact assessments. Please contact: Executive Director of HR

*Equality Impact Assessments are carried out to see whether the policy has, or is likely to have, a negative impact on grounds of: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

| Approved by: | Version: | Issue Date: | Review Date: | Contact Person: |
|---------------------|-----------------|----------------------|----------------------|---------------------------------|
| CMT | v.8.2 | November 2020 | November 2023 | Executive Director of HR |

Equal Opportunities: Impact Assessed

POLICY NUMBER 49

1 Policy Statement

At Tyne Coast College we value and celebrate having staff and students from a variety of racial, ethnic and national backgrounds. We recognise the benefit of this in creating a diverse working and learning environment.

The College is committed to treating all employees, students and visitors with respect and dignity. We do not tolerate any form of racial discrimination, harassment or victimisation.

The College is committed to eliminating discrimination of any form and this includes working to promote positive relations between members of different racial groups. In this way we aim to provide everyone with equal access to learning and working in the college community.

2 Scope

Tyne Coast College recognises that institutional and individual racism can exist in processes, attitudes and behaviour. This Race Equality policy sets out the on-going commitment of Tyne Coast College to tackle racial discrimination and promote racial equality across the organisation. The policy applies to all aspects of the college's provision and to all members of the college community including staff, Governors, students, contractors/suppliers and members of the public.

- 2.2 Racial harassment is defined as any form of behaviour that has the effect of intimidating, humiliating, ridiculing and/or undermining the confidence of a person or group of people due to their colour, nationality or ethnic group. This includes the display of offensive material including graffiti, different treatment, oral or physical abuse, derogatory comments and/or jokes and written abuse, including material placed on social media.

- 2.4 Failure to treat others with dignity and respect need not be deliberate. Wounding remarks may be made unintentionally, as a result of ignorance or lack of thought. Nevertheless, any behaviour or actions contrary to this policy will be considered serious disciplinary matters, and may, in some cases lead to dismissal or exclusion.
- 2.5 This policy applies to all aspects of the College's provision and to all members of the College community (staff, governors, students, contractors/suppliers and members of the public).

3 Legislation

The Equality Act 2010 replaces all previous legislation related to Race. The Act places a duty on the College to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

In addition, the college has adopted the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism.

The IHRA definition helps clarify how antisemitism can manifest itself in the 21st century, as follows (alongside examples):

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

4 Responsibilities

- 4.1 The Governors are responsible for ensuring that:

- The college fulfils its legal obligations under the Equality Act 2010
- The membership of the Corporation reflects the diversity of the communities served by the College.
- The College strategic plan includes a commitment to equality.
- Equality training features as part of the College's strategic plan.
- They are aware of the Corporation's statutory responsibilities in relation to race legislation as an employer and service provider.
- They receive and respond to the racial group monitoring information on students and staff.

4.2 The College Chief Executive and Senior Management Team are responsible for ensuring that:

- All staff are aware of the College's statutory duties and commitment in relation to race legislation, through induction and regular updated training
- The College publicity material presents an appropriate and positive message about minority racial groups
- The procedures for the recruitment and promotion of staff demonstrate best practice in equal opportunities.
- Monitoring how well the staff and student profile reflects the local community and student body in terms of ethnicity. Action will be taken to address any identified discrepancies
- Correct procedures are followed and appropriate action taken against staff, students, placement providers, contractors, suppliers or others including members of the public who discriminate or harass for reasons of race, colour, nationality, or ethnic or national origin.

4.3 Teaching staff are responsible for ensuring that:

- Learner recruitment, induction and tutorial programmes reflect the College's commitment to promote Race Equality
- Schemes of work, lesson content, teaching resources and delivery methods demonstrate sensitivity to issues of cultural diversity.

4.3 Student responsibilities:

- Students should understand that they have a responsibility to support the College and one another by behaving in a way that creates a safe, respectful and orderly environment and contributes to their own success and that of their fellow students.
- Students should commit to the standards as shown in the statement on student behaviour in the student handbook and understand the consequences of inappropriate behaviour related to race.
- Students are expected show respect for others irrespective of their culture, ethnic or religious background and to report incidents of racism to an appropriate person and to be prepared to act as a witness for any racist incident that they may experience.
- Students should play an active part in promoting equality, including race equality, at regular cross-college events and as part of their course.

5 Actions to implement and develop policy

5.1 Tyne Coast College will seek to ensure that:

- Governors, staff, students and their sponsors (including work placement providers) are aware of our race equality policy and the action needed for its implementation.
- Governors and staff have access to comprehensive information, which assists them to plan, implement and monitor actions to carry out their responsibilities under the policy.

5.2 Tyne Coast College will comply with the requirements of the Data Protection Act 1998 and the Freedom of Information Act 2000. A record will be kept of racial origin of job applicants, employees, student applications and student

admissions in order to ensure effective operation of this policy. These records will be analysed regularly and appropriate follow-up action will be taken where there is any evidence of discrimination.

- 5.3 In specific circumstances, the Equality Act 2010 allows positive action as a way of removing a specific disadvantage that could otherwise result in racial inequality. Tyne Coast College will ensure that any positive action taken will fall within the law. Positive action strategies are intended to be temporary measures only. They will be kept under regular review and will not be used once the specific needs have been met or if the under representation no longer exists.
- 5.4 Tyne Coast College monitors student performance by ethnicity and addresses any discrepancies through curriculum-based improvement planning.

6 Monitoring and Evaluation

- 6.1 The College will monitor the effectiveness of this policy as part of general equality monitoring and action planning. Specific actions relating to race equality will be implemented to ensure that students, staff and visitors to the College have equality of opportunity in all aspects of college life.
- 6.2.1 This Race Equality Policy will be reviewed by the College Management Team in the light of legislative developments and any identified amendments arising from college developments.

7 Related Policies

- Equality & Diversity Policy
- Harassment and Bullying Policy