

RACE EQUALITY POLICY

Policy Statement

Ruskin Mill Educational Trust (also known as the Trust) affirms that minority ethnic individuals are entitled to the same equal rights, responsibilities and opportunities as the majority population. The Trust strives to ensure that, whatever the heritage and origins of members of the geographical community of the Trust; everyone is equally valued and treats one another with respect.

This is one of a number of policy statements, which serve to remind us all that diversity in our society is a strength. The Trust strives to ensure equality and equity having regard to issues of gender, marital or civil partnership status, gender reassignment, sexual orientation, race, colour, ethnic or national origin, HIV status, age, disability, political or religious beliefs and unrelated criminal convictions or other specific factors which result in discrimination.

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

Legislative Framework

Under the Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 and the Equality Act 2006, the Trust has the following general duties:

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

It also has the following specific duties:

- Prepare a written statement of its policy for promoting race equality;
- Put in place arrangements for implementing the policy, publicising its contents and the results of its monitoring of its effectiveness;
- Assess the impact of its policies on students and staff of different racial groups;
- Monitor, by reference to those racial groups, the admission and progress of students and the recruitment and career progression of staff.

Procedure

In order to ensure that the Trust meets its statutory duties the following process and procedures will be put in place to ensure that:

- Trustees, staff, students and their sponsors (including work placement providers) are aware of our racial equality policy and the action needed for its implementation;
- Staff, students and their sponsors (including work placement providers) are aware of the value placed upon equal opportunity and that action will be taken in the event of any breach of the policy;
- Trustees and staff have access to comprehensive information, which assists them to plan, implement and monitor actions to carry out their responsibilities under the policy;
- The Trust's publicity materials present appropriate and positive messages about minority ethnic groups;
- Sessions plans, lesson content and teaching resources demonstrate sensitivity to issues of cultural diversity;
- Ethnic minority students have access to appropriate support and facilities.

Monitoring

To inform the setting of targets and to enable the Trust to measure its progress in achieving them, we will collect and analyse the following information by ethnic origin:

For students

- Ethnic profiles of students;
- Applications, and success and failure rates for student admission;
- Retention rates;
- Achievement rates;
- Work placements including success rates and satisfaction levels;
- Disciplinary action;
- Complaints by students or their sponsors;
- Perception surveys.

For employees

- Ethnic profiles of employees by grade and type of work;
- Job application rates;
- Selection success rates ;
- Type of contract (e.g. permanent, fixed term);
- Training application rates;
- Promotion application and success rates;
- Disciplinary proceedings;
- Grievances;
- Satisfaction surveys.

Publicising Our Policy and Progress

The Trust will publicise the policy in the following ways:

To the public (including students, work placement providers and staff)

- Our commitment to racial equality will be highlighted in our prospectus, annual reports and on our website;
- Summary of the results of our monitoring information will be included in our annual reports.

Review

This policy will be reviewed annually by the Trust Equality and Diversity Working Group and a report produced. A copy of the report will be forwarded to the Council of Management, Colleges' Management Teams and Trustees. When statutory employment law changes the policy is held automatically to have been amend by that change and will be updated as soon as practically possible.

To students

- All students will receive a summary of the policy. Copies of the policy will be on display in the various learning areas;
- The induction programme for students will highlight the Trust's commitment to racial equality, action to be taken by students who suffer discrimination and the action to be taken against any perpetrators of discrimination;
- Staff will reinforce this information during tutorials or work based monitoring visits.

To work placement providers

- All work placement providers will receive a copy of this policy;
- Work placement providers will be offered free training on equal opportunity issues;
- Staff will promote the recruitment of students from under-represented groups to providers;
- Summary of the results of our monitoring information will be included in the newsletter sent to all employer.

To staff

- All staff will receive a full copy of the policy as part of the Staff Handbook;
- The induction programme will highlight the Trust's commitment to racial equality, action to be taken by students who suffer discrimination and the action to be taken against any perpetrators of discrimination.