



New College Durham

# Race Equality Policy for Students

**Revised, pending approval by Academic Board  
February 2009**

This policy is available on-line at: [www.newcollegedurham.ac.uk](http://www.newcollegedurham.ac.uk)

- We will consider any request for this policy to be made available in an alternative format.
- We will review our policies regularly to update them and to ensure that they are accessible and fair to all.
- All policies are subject to equality impact assessments\*. We are always keen to hear from anyone who wants to contribute to these impact assessments and we welcome suggestions for improving the accessibility or fairness of the policy.

\*Equality Impact Assessments are carried out to see whether the policy has, or is likely to have, a different impact on grounds of race, gender, disability, age, religion or sexual orientation

## Contents

Rational.....	1
Statement of Intent – Race Equality.....	2
Roles.....	3
Monitoring.....	4
Policy Review.....	5
Staff Responsibilities.....	6

## Appendices

Equality and Diversity Policy Statement.....	Appendix A
Race Equality Legislation.....	Appendix B

### For all enquiries please contact:

Named person: Angela Lee  
Email: [angela.lee@newdur.ac.uk](mailto:angela.lee@newdur.ac.uk)  
Telephone: 0191 3754381  
Minicom: 0191 3832371  
Fax 0191 3754222

## 1. Introduction

- a. This Race Equality Policy for Students has been developed to enhance and support New College Durham's Equal Opportunities Policy and the associated Race Equality Legislation (Appendix A) in the promotion of equality of opportunity for students of different racial groups.
- b. New College Durham's Equality and Diversity Policies Statement provides a broad framework around which specific policies and practices to ensure equality of opportunity are developed and monitored (Appendix B).
- c. The Race Equality Policy for Students will serve to ensure equality of opportunity for all students (and potential students) of New College Durham in respect of race equality issues.

## 2. Statement of Intent – Race Equality

- a. New College Durham is committed to:-

The effective promotion of equal opportunities and the elimination of racial discrimination against students and potential students and undertakes to:

- i. Eliminate racial discrimination wherever found in the College;
- ii. Promote, in all its activities, good relations between people of different racial groups;
- iii. Review all activities to ensure that they promote equality of opportunity;
- iv. Effectively monitor its activities and publicise the results of such monitoring;

## 3. Roles

- a. All students and staff of New College Durham have a responsibility for the successful operation of the Race Equality Policy for Students. Any students or member of staff who contravenes the responsibilities or the statement of intent of this policy may be subject to disciplinary action.
- b. There are a number of individuals/College bodies who are tasked with specific responsibilities to develop, promote, implement and monitor the Race Equality Policy for Students. These are:
  - i. **The Board of the Corporation** and the **Senior Executive Group** who will monitor and evaluate the effectiveness of the Policy;
  - ii. **Individual College Managers** will ensure the Race Equality Policy will be adhered to in their area of responsibility;
  - iii. **All students and staff** are required to comply with and promote the aims and intent of this Policy.

#### **4. Monitoring**

- a. The success of the Policy depends on the degree of commitment of all students and staff of New College Durham. The effectiveness of the Policy can only be judged by using feedback on how the policy promotes the equality of opportunity for different racial groups. The Head of Learning Support will prepare a report which will utilise effectiveness monitoring systems to collect relevant data to allow annual analysis of the effectiveness of the policy, by the Board of the Corporation, with the monitoring by racial groups of:-
  - i. Applicants for courses;
  - ii. Acceptances for courses;
  - iii. Student achievements;
  - iv. Harassment and discrimination complaints.

This report will compare the data with the College's performance in previous years.

- b. Following ratification by the Board of the Corporation of the report detailed at 4.1, its contents will be disseminated by:-
  - i. Discussing it at the Quality, Curriculum and Students Committee of the Corporation;
  - ii. Placing a full copy of the report on the College's intranet site;
  - iii. Acting on any recommendations arising from the report.

#### **5. Policy Review**

- a. The effectiveness of this policy will be monitored annually and reviewed every three years in the light of experiences and best practice. This mechanism recognises that changes to legislation might require a review of the policy before the three years stipulated.
- b. In considering the effectiveness of this policy consultation will be undertaken with staff and students to assist in this review process.
- c. The next review date is February 2009.



New College Durham

## Equality and Diversity Policy Statement

New College Durham is committed to policies and practices based on the principles of equality and diversity for its learners, customers and employees. This commitment is a key focus of the College's Vision and Values:

### 1. Vision

To be recognised as a leading provider of Further and Higher Education, contributing to the social and economic well being of the region and **enabling individuals to fulfil their potential through learning, achievement and progression.**

### 2. Values

As an employer and a learning organisation, we will: -

- celebrate achievement in learning of all kinds;
- act fairly, openly and transparently;
- achieve and maintain the highest standards in everything that we do;
- **fulfil our commitment to equal opportunities and the rights of others.**

### 3. Our Aim

We aim to ensure that the College is a place where learning and working exists in an environment that promotes equality of opportunity, celebrates diversity and allows everyone to achieve to their fullest potential. The College is opposed to any form of discrimination: we will take positive action to achieve and maintain this aim.

### 4. Our Commitment

We will continue to work to ensure that the College develops the reputation and practice that will attract and retain a diversity of learners who want to study in the organisation and the very best job applicants/employees from all backgrounds.

### 5. Equality and Diversity Objectives

We will achieve this through a commitment to the following Equality and Diversity Objectives, which inform our Action Plan for Equality and Diversity.

- To have policies and procedures** in place to comply with legislation and to fulfil the College's commitment to equality of opportunity for all.

- b. **To raise awareness** of, and commitment to, equal opportunities across all aspects of the organisation.
- c. **To develop and share good practice** in embedding the principles of Equality and Diversity across all aspects of the organisation, in order to become a centre of developing excellence.
- d. **To work with learners, staff and external agencies** to address the barriers faced by particular groups of people and to allow full participation in the promotion of Equality and Diversity.
- e. **To monitor, measure and evaluate** the impact of Equality and Diversity policies, provision and action plans.

## 6. Links with other College Documents

This policy statement relates to a number of documents and procedures across the range of College functions but it has particular links with the following:

- Equal Opportunities Policy
- Learning Support Policy
- Disability Equality Scheme and Action Plan
- Gender Equality Scheme
- Race Equality Policy for Students
- Race Equality Policy for Staff
- Student Charter
- Complaints Procedure
- Student Disciplinary Procedures
- Staff Disciplinary Procedures

## 7. Legislation

Our commitment to Equality and Diversity takes account of a number of legislative publications, including, but not limited to, the following:

- Sex Discrimination Act 1975 (SDA)
- Equal Pay Act 1970
- Gender Reassignment Regulations 1999
- Race Relation Act 1976
- Race Relation (Amendment) Act 2000
- Disability Discrimination Acts of 1995 and 2005
- The Disability Equality Duty 2006
- Special Educational Needs and Disability Act 2000 (SENDA)
- EU Employment Directive 2000
- Human Rights Act 1998
- Employment Equality Regulations 2003 Religion or Belief
- Employment Equality Legislation 2003 Sexual Orientation
- Employment Equality (Age) Regulations 2006

However, Equality and Diversity is not just about compliance with legislation; it goes wider. New College Durham will demonstrate its commitment to the vision, values and aims of this statement by: embedding Equality and Diversity philosophy and practice into all activities undertaken in the College and by creating an environment which welcomes, values and builds on diversity.

## **Appendix: A**

### **Race Equality Legislation**

- Race Relation Act 1976
- Race Relation (Amendment) Act 2000
- Human Rights Act 1998