

# Race Equality Statement

## **RACE EQUALITY STATEMENT**

### **Purpose**

To ensure the promotion and implementation of race equality in all aspects of the College's operation.

### **Scope**

This policy affects all aspects of College provision, in particular the recruitment and treatment of learners and the employment of staff. This document will also be of interest to providers and other partners with whom we work, as this statement sets our standards and expectations.

### **Legislative Framework**

We are committed to achieving the duties outlined within the Equality Act. Our Single Equality Policy outlines our priorities in line with the identified protected characteristics outlined in the Equality Act.

### **The Statement**

Burnley College affirms its commitment to achieving race equality and promoting harmonious and productive race relations both within the College and in the community of Burnley. We will work in partnership with organisations and groups in Burnley and beyond to help develop race equality for the benefit of the wider community.

We will ensure that effective action is taken to ensure race equality is promoted in relation to:

- ❖ The composition of the College Governing body
- ❖ The recruitment and career progression of staff
- ❖ The admission, achievement and progress of students
- ❖ The teaching and learning materials and methods used
- ❖ The marketing of courses and programmes
- ❖ The procurement process, through the purchase of College goods and services.
- ❖ The investigation of complaints and allegations of discrimination

### **Equality Impact Assessments**

Equality Impact Assessments will be undertaken initially through the Quality Committee, Divisions and support areas who will monitor policies and practices for adverse impact. Where a negative impact is identified, corrective action will be undertaken through the College's self assessment process.

### **Our Monitoring and Review Process**

Data will be regularly and closely scrutinised. Data affecting the learner will be scrutinised by the Curriculum and Standards Committee and data affecting employment by the Human Resources Committee. Our internal statistics will be benchmarked against other FE providers where this information is available. Results of analysis will be highlighted in annual reports to the Governing Board or its relevant sub-committees.

Data will be collected and monitored in relation to:

- Student
  - enrolment, attendance and retention
  - student achievement and destinations
  - student disciplinary hearings and exclusions
  
- Staffing
  - Applications, shortlists and recruitment
  - Complaints of racial discrimination or harassment
  - Discipline, Grievance information
  - Staff survey information
  - Distribution of the workforce in terms of race

The categories used for ethnic monitoring are as defined in the 2001 Census.

### **Roles and Responsibility**

This policy is the responsibility of the Director of Finance and Resources.

All staff are involved and responsible in the promotion of equality, diversity and inclusion. Action Plans are produced and monitored via Divisions and Cross College teams documenting the positive steps the College takes to champion Equality, Diversity and Inclusion. This process also assists in the gaining of information, the consultation and communication with staff and students, as well as the development of staff.

All policies and action plans can be accessed through the College's web site and intranet and we will ensure that this statement is made available to the community, students, staff, contractors, clients and members of partner organisations.

### **Date of Last Review**

Ownership: Deputy Principal  
Last Revised: June 2023  
On College website: July 2023