



POLICY

RACE POLICY

DOCUMENT CONTROL	
SLT owner:	Principal
Together with:	
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College Mission Statement

To be an outstanding sixth form college where students enjoy learning in a supportive and stimulating environment which develops their potential and independence.

1. AIMS

The aims of this policy are to implement the **general and specific duties** of the **Race Relations (Amendment) Act 2000** which are to:

- i. Eliminate unlawful racial discrimination
- ii. Promote equality of opportunity
- iii. Promote good relations between people of different racial groups
- iv. Assess whether our policies are relevant to race equality
- v. Monitor policies to see how they affect race equality
- vi. Consult on policies we are proposing to introduce.
- vii. Publish the results of consultation, monitoring and assessments
- viii. Ensure the public have access to information and services we provide
- ix. Train staff on duties

2. INTRODUCTION

2.1. What is racial discrimination?

2.1.1. The Race Relations Act defines three types of unlawful racial discrimination: direct discrimination, indirect discrimination, and victimisation.

2.1.2. Direct discrimination takes place if a person is treated less favourably than someone from a different racial group. Segregating people because of their racial origins is also unlawful.

2.1.3. Indirect discrimination takes place when people from a particular racial group cannot meet a rule, condition or practice that should apply equally to everyone. If the rule puts people from that racial group at a disadvantage, and if the rule cannot be justified, this will be indirectly discriminatory. For example, if a local medical practice refuses to accept tenants from a nearby housing estate as



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patients, and most of the tenants on the estate are of Bangladeshi origin, this will be indirectly discriminatory, unless the practice can give good reasons for its policy.

- 2.1.4. The law also protects people from being victimised for bringing a complaint of racial discrimination, or for backing someone else's complaint. For example, if a white employee who has given evidence in her Asian colleague's racial discrimination case against the company is penalised in any way, she may be able to bring a case of victimisation against her employer.

3. SSFC Race Equality Policy Statements

- 3.1. Shrewsbury Sixth Form College is committed to tackling racial discrimination, promoting equality of opportunity and good race relations.
- 3.2. The translation of this policy into practice is the responsibility of everyone in the college.
- 3.3. Shrewsbury Sixth Form College is committed to enhancing the understanding of good race relations in Britain.
- 3.4. This policy should be read in conjunction with SSFC overarching policy on Equal Opportunities and Diversity.

4. SSFC approach to the race policy for staff and students

- 4.1. We aim to provide equality of opportunity for all our students and we welcome applications from all backgrounds. We require that they support the aims of Shrewsbury Sixth Form College as expressed in the Values and Expectations and the Mission Statement.
- 4.2. Pre-course entry requirements will be clearly stated in publicity and in recruitment interviews.
- 4.3. Imagery in publicity will reflect the full ethnic and social mix of the potential College population.
- 4.4. Course requirements will be stated and used by staff in the recruitment procedures. The base-line of course requirement may be waived for students not reaching this standard on the basis of professional judgement. This may occur when staff feel that the student concerned may benefit from the course and can succeed within agreed parameters.



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- 4.5. The Curriculum and Tutorial Programmes will promote the spiritual, moral, cultural, mental and physical development of all students and prepare them for the opportunities, responsibilities and experiences of adult life.
- 4.6. Questions asked in interview or on forms will only be those which are necessary and relevant to the student's admission to College. The same approach will take place for staff interviews.
- 4.7. We aim to provide equality of opportunity for all our staff and we welcome applications from all backgrounds. We require that they support the aims of Shrewsbury Sixth Form College as expressed in the Mission Statement.
- 4.8. All advertising material and accompanying literature relating to employment (or training) issues should be reviewed to ensure that it avoids stereotyped roles.
- 4.9. Care will be taken in the grading of comparable posts with the same description (for example: comparable Heads of Subject), and in making appointments to such posts, to ensure that no-one is disadvantaged. However, in special circumstances e.g. where the post is in a shortage subject, the grading is at the discretion of the Principal.
- 4.10. Records of the appointments will be kept which will include:
- 4.11. Membership of short listing panel
- 4.12. Membership of interview panel
- 4.13. Notes taken by all members of the interview panel
- 4.14. Questions on application forms or at interview will relate to the requirements of the job, relevant qualifications and relevant experience. Interviewing panels will only ask questions which are relevant to the post, and designed to fit the job descriptions and selection criteria. All candidates at interview will be asked the same list of questions although additional questions may be necessary for clarification.