



1. Title

Race Equality Policy

2. Purpose

To ensure that in all aspects of corporate life the College is free from all forms of discrimination and has an inclusiveness and welcoming approach to all staff, students and visitors. Meet our legal duty under the Specific and general duties of the Race Relations Act 2002

3. Scope

All aspects of College provision, to both internal and external customers, are covered by the Race Equality Policy.

4. Accountability and Responsibility

The Board of Management is responsible for ensuring that effective policies and procedures are in place to continuously improve race equality throughout the College.

The Principal and Senior Management Team are responsible for ensuring that race equality is continuously promoted and comprehensively implemented in all aspects of the College's operation.

The Assistant Principal Student Services, is responsible for coordinating, monitoring and reviewing the race equality policy and evaluating its effectiveness.

All employees of the College have a responsibility for implementing the race equality policy and promoting race equality in all aspects of their work.

5. Policy

5.1 Policy Statement

The College is committed to preventing all forms of racial discrimination, promoting equality of opportunity for all racial groups and promoting good work and study relations between students and staff.

This policy is part of the Equality and Inclusiveness Policy and sets out how the College will strengthen its policy and practice in promoting racial equality and preventing all forms of discrimination. Race equality is an essential aspect of the College's equal opportunities work and the College wishes to carry out its responsibilities under the Race Relations (Amendment) Act 2000. This policy is linked to an action plan which sets out a timetable for action and staff responsibilities.

The North Highland College will promote racial equality and cultural diversity by charging the Board of Management and Senior Management Team with responsibility to ensure action on the following:



Embedding appropriate action and development in the College's strategic and operational processes;

Incorporating an equality action plan into the race equality policy with timetable for review;
Consulting with staff, students, and communities outside the College and with the ethnic minority students and staff affected by this policy ensuring all staff and students are aware of their differing responsibilities under this commitment;

Working with other institutions and communities and others to tackle racial discrimination and encourage good practice in achieving race equality;

Providing training for staff and the Board of Management;

Monitoring and assessing the policy to see how it is working.

5.2 Data Analysis & Impact Assessment

The college will routinely carry out and analyse data pertaining to the above policy to ensure equality of opportunity.

The college will also carry out impact assessment of all its policies & procedures in relation to the above to ensure an inclusive learning and teaching environment.

6 Definitions

None

7 References

Race Relations Act 1976
Race Relations (Amendment) Act 2000.

8 Appendices

North Highland College Race Equality Scheme

Date First Approved by Board of Management	August 2005
Last Review	August 2008
Proposed Review Date	August 2010



Responsibility	Assistant Principal
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