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This policy and its associated Notes, Procedures and Action Plan are available in a range of accessible formats on request from HR Department.

STANDING AGAINST RACISM

This policy is applicable to staff and students and to others working with the College.

The policy is supplemented by Notes, Procedures and Action Plan and both documents are available on notice boards, the staff intranet and via Blackboard.

Northbrook College celebrates and values the diversity brought by engaging staff or admitting students from a variety of racial, ethnic and cultural backgrounds. We recognise the benefit that it brings in allowing us to meet the needs of our diverse student and staff population within a multi-cultural society.

The College has a general duty to have due regard to the need to:

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

Our aim is to create a positive inclusive ethos where issues of racism, stereotyping and discrimination can be discussed openly, with a shared commitment to challenging and preventing racism and discrimination, respecting diversity and difference, and encouraging good relations between different racial groups.

The College will work towards the elimination of any racism and will seek to ensure that individuals and communities have equal access to our learning programmes and facilities.

The College will treat all employees and students with respect and dignity, and seek to provide a positive working and learning environment free from racial discrimination, harassment or victimisation. This obligation is binding on all staff and students and those connected with the College.

The College accepts that there are no 'races' other than the human race. The terminology used in this policy 'race' and 'racial group' reflects the law but refers to ethnicity, nationality, national origin, skin colour, or 'perceived race', in cases of discrimination.

The College will seek not only to eliminate discrimination, but also to meet the requirements of the Equality Act 2006 by creating a working and learning environment based on positive relations between different racial groups.

To this end, the College undertakes to provide training and support for staff and students, to consult with relevant staff about their experience of the working environment, and to consult with students about their learning environment. It will also provide diverse images in any marketing or teaching material which it produces for the College.

Meeting Our Duties - Our Commitment

Our aim is to eliminate any unlawful racial discrimination, and to promote equal opportunities and good race relations in at least these areas relevant to race equality:

- admission and access;
- student achievement and assessment;
- guidance and support for students;
- teaching and learning;
- the curriculum;
- staff recruitment, their professional development, and support for them;
- partnerships and community links;
- procurement and outsourcing; and
- quality assurance.