

Race Equality Policy



ADAM SMITH COLLEGE
INSPIRING LEARNING

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Responsibility for review:	Director of HR, Diversity Committee
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1.0 Policy Aim

The aim of this Policy is to make race equality a central part of the way the College operates in terms of policy, employment, educational delivery, regulation and enforcement.

The College is committed to:

- (a) eliminating unlawful racial discrimination
- (b) promoting equality of opportunity
- (c) promoting good relations between people of different racial groups.

2.0 Link to Strategic Plan

Strategic Objective 1

We will make a significant, recognised and valued contribution to:

- the personal development of our students
- economic and business development
- community and social development

Improve quality of support, learning approaches and materials in line with diversity promotion and the needs of individuals.

Strategic Objective 3

We will invest in and value our staff and will achieve culture change based on shared values and common goals.

Promote equal opportunities to support the diverse needs of potential and existing staff.



3.0 Specific Objectives

- 3.1 The College's commitment to racial equality will embrace both students and staff. The College believes that all students can benefit from the cultural diversity which ethnic minority groups bring to further education. The College is committed to both the social development and academic development of students from all ethnic groups. The College aims to attract students from all ethnic groups to the College, and to attract staff who are representative of the diverse backgrounds of the communities which the College supports.
- 3.2 The College is committed to represent the views of ethnic minorities on the Board of Governors. In the context of the duties of the College in respect to ethnic monitoring, the College intends to ensure representation of the views of people from different racial groups are taken into account at all levels, including the Board.
- 3.3 The College is committed to ensuring that all people (whether students, staff, visitors or others with whom it has reason to come into contact) are treated equitably regardless of their race, colour, ethnic or national origin, nationality or religion. The College will continue to strive to eliminate unlawful discrimination by providing clear policies and procedures (assessed in line with this Race Equality Policy) to deal with incidents of alleged discrimination (whether direct or indirect) including racial harassment. These principles will apply equally to students and staff and will be supported by full training.

4.0 Link To The Learning Process

- 4.1 This Policy, together with the Race Equality Procedure and the Action Plan will ensure that the views of students (current and potential) and staff from ethnic minority



backgrounds are taken into account during the planning and decision-making stage of College processes.

- 4.2 Training of all staff as well as Members of the Board of Governors will raise awareness of the issues of students and staff from ethnic minority backgrounds, to contribute to the elimination of unlawful racial discrimination.
- 4.3 Reviews of all teaching materials will ensure that the curriculum promotes equality of opportunity and good relations between people of different racial groups.
- 4.4 Reviews of all marketing materials will help to promote racial equality.

5.0 Related Procedures

- ❖ Equal Opportunities Policy
- ❖ Inclusiveness Policy