

We recognise and welcome the legal duties contained in the Race Relations (Amendment) Act 2000 as it applies to this institution. In particular, we:

- celebrate the diverse nature of our society;
- are committed to ensuring race equality in all areas of our work;
- are determined to tackle racism in all its forms.

We are opposed to all forms of racism, including those forms directed against individuals and groups on the grounds of their colour, racial group, ethnic, cultural or national origins, traveller and refugee status, and asylum seekers.

In order to realise our commitment to race equality, we will take all steps necessary to:

- promote equality of opportunity;
- promote good relations between persons of different racial groups;
- eliminate unlawful racial discrimination.

SCOPE OF THE POLICY

This policy covers all aspects of the work of Kent and Medway Training, including:

(a) Staff

- Recruitment and retention;
- Pay and rewards;
- Training and professional development;
- Performance management;
- Consultation and involvement;
- Grievance and disciplinary matters.

(b) Associate Teachers

- Recruitment
- Teaching, learning and curriculum matters;
- Progress, attainment and assessment;
- Personal development and pastoral care;
- Racial harassment.

(c) Other bodies

- Management board matters;
- Collaboration with external bodies;
- Contracting arrangements.

RESPONSIBILITIES

(a) Management Board

Responsibility for this policy and its effective implementation rests with the Management Board. The Management Board will:

- Adopt and review the race equality policy;
- Review all other policies of Kent and Medway Training covered within the scope of the race equality policy;
- Monitor and evaluate the operation and impact of the race equality policy;
- Monitor and review the race equality impact of other policies;
- Provide the resources and support structures needed to ensure the effective implementation of the policy.

A member of the management board will be appointed to oversee the effective implementation of the race equality policy and to report on issues to the management board.

(b) Training Managers

Under the terms of this policy, the management board may choose to delegate the day-to-day responsibility for the management of the policy to the Training manager. The Training manager may be given such responsibilities as deemed appropriate to:

- Ensure the effective implementation of the policy;
- Communicate the policy and its implications to staff, Associate Teachers and other bodies;
- Organise the delivery of relevant training for staff;
- Monitor and report on the operation of the policy;
- Take any remedial actions as required.

(c) Staff

The race equality policy applies to all staff.

Some staff may, from time to time, be given specific responsibilities for the implementation of aspects of the policy, such as the investigation of reported incidents of racism or racial harassment.

Staff will be consulted on the implementation of the policy through the normal procedures that apply.

(d) Associate Teachers

The race equality policy applies to all Associate Teachers, regardless of whether they receive some or all of their training at this institution.

(e) Other persons

All visitors, contractors and any other persons are expected to comply with the race equality policy.

TRAINING AND DEVELOPMENT

We will review the training and development needs of staff as part of the annual process of reviewing the race equality policy. All staff will be expected to familiarise themselves with the race equality policy and its implications for their work.

The training and development needs of staff will be considered as part of the termly monitoring provided through the Headteachers meetings.

RACIST INCIDENTS

Racist behaviour will not be tolerated and will be dealt with through the relevant established procedures.

All staff is responsible for ensuring that incidents of racist behaviour are recorded and referred to the relevant member of the senior management/leadership group in the Consortium School or to the Course Director.

We will monitor and report on the number of racist incidents on a regular basis.

ACTION PLAN

We will draw up an action plan for the implementation of the race equality policy. The action plan will include details of:

- Race equality objectives;
- Timescale for implementing each objective;
- Success criteria;
- Resources available;
- Monitoring and review arrangements;
- Lead person(s).

RELATIONSHIP TO OTHER POLICIES

The race equality policy applies across all other policy areas, as defined within the scope of this policy. All other policies will be reviewed to ensure that they include explicit race equality objectives.

MONITORING AND REVIEW

We will undertake regular ethnic group monitoring of Associate Teachers and staff for the purpose of evaluating the impact of the race equality policy.

We recognise the complex and sensitive nature of ethnic group data, and respect the rights of individuals to define their own ethnic group and to choose whether or not to disclose information about their ethnic group. We will also ensure that information about an individual's ethnic group is

treated in confidence and strictly for the purpose of monitoring the operation and impact of the race equality policy.

Ethnic group information will be recorded on the basis of each individual's self-identification. Such information will be treated as sensitive and confidential, and its collection and use will comply with the provisions of the Data Protection Act 1998.

We recognise that some individuals may be reluctant to record their ethnic group and others may refuse to do so. That is their right. No attempt will be made to lobby individuals to provide the ethnic group data to Kent and Medway Training; or to amend the ethnic group as recorded by an individual Associate Teacher or member of staff; or to classify the ethnic group of individuals where they have failed or refused to do so.

We will develop and review our arrangements for the collection of ethnic group information to be used to monitor the operation and impact of the race equality policy.

The race equality policy will be subject to an annual review by the Management Board.

All other policies will be reviewed in accordance with the terms set out in each policy. Reviews of other policies will consider the race equality impact of the same.

DISSEMINATION

We will provide information about our race equality policy in the Prospectus.

Information about the implementation of the policy will also be included in the Annual Report.

This policy was adopted by the Management Board on :

7 November 2003 and adapted in August 2009

Signature of Chairperson of Management Board
