

## EQUALITY AND DIVERSITY POLICY: RACE POLICY STATEMENT

### 1 Context

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This policy statement sets out how Doncaster College will work towards the promotion of disability in all of its activities. It outlines how the College will ensure that race discrimination is challenged and eliminated through legislation and good practice.

This policy statement needs to be viewed in the context of the Equality Act 2010 and Public Sector Equality Duty 2011 and the extent of protection it provides in the context of race and ethnic origin - a protected characteristic.

This policy needs to be read in conjunction with the College's:

- Equality and Diversity Strategy
- Anti-Harassment and Anti Bullying Policy (Staff and Students)
- Widening Participation Strategy
- Equality and Diversity Framework: An Ethical Framework
- Comprehensive Equality Policy
- Strategic Equality and Diversity Action Plan 2011-14
- Equality and Diversity Framework: Charter for Staff

### 2 Definition

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The Equality Act 2010 makes discrimination on the grounds of race unlawful in employment, education and training.

Equality means ensuring that everyone is treated equally i.e. in the context of learners, that all students have the same right of access to resources. Consequently to ensure equality of opportunity, individuals / groups may be treated differently.

Diversity is recognising that individuals and groups of people are different and that it is important to value and celebrate difference.

Direct Discrimination is treating someone less favourably than he/she would treat others because of a protected characteristic.

[The individual does not need to possess the protected characteristic.]

Indirect Discrimination is where an employer/provider has a condition, rule, policy or practice that applies to everyone but particularly disadvantages people who have a protected characteristic. [It can be justified if it is a proportionate means of achieving a legitimate aim.]

Associative Discrimination is directed discrimination against someone who associates with another person that possesses a protected characteristic.

Perspective Discrimination is direct discrimination against someone because they are thought (wrongly) to possess a protected characteristic.

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Harassment is unwanted conduct related to a protected characteristic that has the purpose or effect of violating an employee's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Victimisation is where an individual is subjected to a detriment because they make, or are suspected of making, or supporting a complaint or grievance under the Equality Act 2010. [No protection if a complaint has been maliciously made or supported an untrue complaint].

Third Party Discrimination protects employees who are harassed by clients, contractors of the employer/provider. An employer is liable if the conduct has occurred on at least two previous occasions, is aware it has taken place and has not taken reasonable steps to prevent it occurring.

### **3 Guiding Principles**

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Doncaster College wishes to be recognised by the community as an organisation which provides good employment and educational opportunities for people regardless of race or ethnic origin and we wish individuals who apply to us as a student or employee to know that they will receive fair treatment and be treated solely on their ability.

Therefore our policies aim to ensure that people regardless of race and ethnic origins receive treatment that is fair, equitable and consistent with their skills and abilities.

Doncaster College is fully committed to promoting equality of opportunity in religion or belief. All people have a right of equality of opportunity regardless of race, national origins, colour or identity.

Our practices are reviewed and impact assessed regularly to ensure they provide equality of opportunity through compliance with current legislation, good practice guidance and user feedback, with targets set for improvement through our Strategic Equality and Diversity Action Plan 2011-14.

Wherever possible the College will use Association of Colleges (AoC) good practice guidelines.

Doncaster College does not tolerate any prejudicial behaviour by any member of the College.

### **4 Legislative Framework**

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The College will operate within the legislative framework of the Equality Act 2010 and Public Sector Equality Duty 2011 and strive, where possible, to go beyond legal compliance.

The College recognises the legal protection is afforded to the protected characteristic of race, national origins, colour or identity

## RACE EQUALITY POLICY STATEMENT

The College has a zero tolerance to bullying, harassment and victimisation. The College is committed to ensuring that it does not discriminate either directly or indirectly in the provision of goods, facilities, services or employment on the grounds of race and ethnic origin.

Consequently, the College will not tolerate any forms of discrimination on the basis of race based upon:

- Direct Discrimination
- Indirect Discrimination
- Associative Discrimination
- Perceptive Discrimination
- Indirect Discrimination
- Harassment
- Third Party Harassment
- Victimisation.

Within the context of the College's Strategic Equality and Diversity Action Plan 2011-14 the College will take action to:

- Promote equality between people of different races and ethnic origins
- Eliminate discrimination on the basis of race, national origins, colour or identity that is unlawful under the Equality Act 2010
- Eliminate harassment of people of different race, national origins, colour or identity that's related to their race, national origins, colour or identity
- Promote positive attitudes towards people of different race, national origins, colour or identity Encourage participation of people of different race, national origins, colour or identity in their public life.

In line with the legislation:

- The College will ensure that a student or employee is not treated unfavourably because something arising is a consequence of race, national origins, colour or identity
- In relation to indirect discrimination on the grounds of race, national origins, colour or identity the College recognises that it is capable of being justified if it is a proportionate means of achieving a legitimate aim.

The College recognises that the Equality Act 2010 prohibits both direct and indirect discrimination on the grounds of race and extends protection in relation to, associative perceptive and third party harassment.

The College recognises that the legislation makes it unlawful on the grounds of race or ethnic origin to discriminate on the basis of:

- A person's actual race, national origins, colour or identity
- A race, national origin, colour or identity that they are thought to have; or
- The race, national origins, colour or identity of someone else with whom they are associated

The College supports good decision making by encouraging staff to understand how different people will be affected by their activities so that our policies and services are appropriate and acceptable to all and meet different people's needs.

**RACE EQUALITY POLICY STATEMENT**