

Our commitment to race equality

- Stafford College is committed to equality and diversity; these are part of our core values.
- We aim to be an inclusive organisation where everyone has a fair opportunity to fulfil their potential.
- We are committed to promoting equality of opportunity for people of any racial or ethnic background.
- The Race Relations Act (RRA) defines a racial group as a group of people defined by their race, colour, nationality (including citizenship), ethnic or national origins.
- Jews, Sikhs, Gypsies and Irish Travellers have been recognised by the courts as racial groups for the purpose of the RRA.

For more info

For general information on race equality see: www.staffordcoll.ac.uk and links to Equality and Diversity

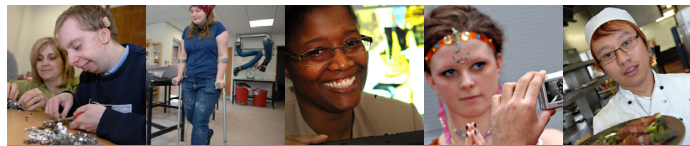
Further information can also be obtained from the following sites:

Equality Challenge Unit – the HE equality body: www.ecu.ac.uk

Commission on Equality and Human Rights – established in October 2007, now incorporates the main work of the Commission for Race equality: www.cehr.org.uk

The trade union websites have information on race equality, see:

UCU - www.ucu.org.uk/equality
UNISON – www.unison.org.uk/equality



This leaflet is part of a series highlighting different aspects of equality.

All of the leaflets contain important information regarding rights and responsibilities concerning equality and discrimination legislation.

They also show how Stafford College promotes equality and diversity and is working to create an inclusive college committed to equality and diversity.

Other leaflets include:

- Age Equality
- Disability Equality
- Gender Equality
- Equality & Diversity
- Religion and Belief Equality
- Sexual Orientation Equality

All leaflets are available at the main reception areas around the College and the College Library. They are also available on our website.

Should you require the information in an alternative format or wish to discuss any aspect of equality and diversity, please contact our Equality and Diversity Co-ordinator, via email

t.guest@staffordcoll.ac.uk

or on **01785 275691**



What you need to know about Race Equality



“Stafford College will meet learner needs and aspirations through excellence in education and training.”

(Stafford College Mission Statement)

“To provide an inclusive college committed to the principle of equality and diversity.”

(Stafford College Corporate Aim)

Legal background

- The Race Relations Act 1976 forms the legal foundation of protection from racial discrimination in the fields of employment, education, training, housing and the provision of goods, facilities and services
- Under this law 'racial discrimination' means treating a person less favourably than others on racial grounds – meaning race, colour, nationality or ethnic or national origins
- This law protects you against people's actions, not their opinions or beliefs

Your rights

Your rights while studying or working at Stafford College are:

- the right to an environment free from racial discrimination, harassment or victimisation.



Race equality facts

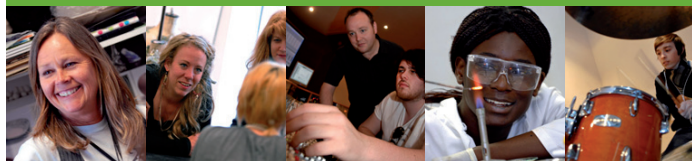
Did you know that:

- Around 6.6% of our staff are from black and minority ethnic (BME) background
- the largest group from a BME background is Black/African/Caribbean/British at 1.3%
- More than 5% of our students are from a BME background

Your responsibilities

Your responsibilities while studying or working at Stafford College are:

- not to discriminate on racial grounds
- as a member of staff, to attend training to keep up to date with relevant legislation and to promote race equality
- as a member of staff, work towards mainstreaming race equality in all the relevant functions of the institution
- as a member of staff, be adequately prepared to deal with racist incidents, and be willing to identify and challenge racial bias and stereotyping
- as a student, be familiar with the College's policies and procedures regarding race equality.



Race equality at Stafford College

Stafford College has produced and maintains a Race Equality Policy and Action Plan as required by the Race Relations (Amendment) Act 2000.

The College monitors staff and students by ethnic or racial group. The monitoring includes information on the number of reported racist incidents in relation to both staff and students.

The College undertakes a series of equality impact assessments on its policies, procedures and practices, to ensure that there is no adverse impact on any particular racial group, or on relations between racial groups.

Our Equality and Diversity Policy, our Behaviour at Work Policy, the General Regulations for Students and the Student Charter, all cover the standards of behaviour we expect from staff and students. These include respecting and valuing people regardless of their race, colour, nationality, ethnic or national origin.