

KILMARNOCK COLLEGE

RACE EQUALITY SCHEME 2007 – 2010

1. INTRODUCTION

Kilmarnock College's core values are:

- Developing successful learners;
- Working with others and in partnership;
- Developing outstanding professional staff;
- Accountability for our actions.

These values need to be underpinned by putting our beliefs into action.

The college culture is friendly, informal and respectful. All students and staff are encouraged to behave in a respectful way towards each other. The principles of a respectful and friendly college are that the college:

- has positive approaches to supporting staff / student learning
- works to adapt to the needs of learners and staff.
- recognises differences and choice
- works to provide a learning environment which matches learners' needs
- embraces equity
- views equity as an umbrella for a suite of policies and supporting actions which fulfil requirements of legislative duties and allow the promotion and action of equity throughout its provision
- recognises that its schemes and policy will be produced and reviewed in line with and as a result of involvement of and feedback from learners and staff and as a result of legislative change.

Kilmarnock College is committed to providing a service to its students following practices, which are free from unfair or unlawful discrimination and provide equality of opportunity for all students, staff and visitors.

The college will not discriminate on the grounds of disability, sexual orientation, age, gender, gender identity or reassignment, marital status, racial group or religion.

Mick Roebuck
Principal

2. THE LEGISLATIVE FRAMEWORK

This Race Equality Scheme has been prepared in accordance with the requirements of the Race Relations Act 1976 (Statutory Duties) (Scotland) Order 2002 and statutory guidance produced by the Commission for Race Equality.

2.1 General Duties

Under the Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 the College has a general duty to have due regard to the need to:-

Eliminate unlawful racial discrimination; and

Promote equality of opportunity and good relations between persons of different racial groups

2.2 Specific Duties

In addition to this general duty the College has placed upon it by Scottish Ministers through the Race Relations Act 1976 (Statutory Duties) (Scotland) Order 2002 certain specific duties which seek to contribute to the attainment of the general duty. These specific duties are:-

To produce a Race Equality Scheme and to review it at three yearly intervals;

To set out within the Race Equality Scheme:-

- * the arrangements for assessing the impact of the College's policies, including its race equality policy, on students and staff of different racial groups, including, in particular, the impact on attainment levels of students.
- * the arrangements for monitoring, by reference to those racial groups, the admission and progress of students and the recruitment and career progress of staff.
- * the arrangements for publishing the College's written statement of its race equality scheme and the results of assessments and monitoring;
- * the arrangements and steps to publish annually the results of its monitoring.

3. THE RACE EQUALITY SCHEME

This Race Equality Scheme has been prepared in accordance with the requirements of the Race Relations Act 1976 (Statutory Duties) (Scotland) Order 2002 and statutory guidance produced by the Commission for Race Equality.

3.1 RESPONSIBILITY FOR THE SCHEME

The following levels of responsibility for the Race Equality Scheme and its related Action Plans are in place: -

Board of Management

As the governing body of the College, the Board of Management is responsible for making sure that the College complies with its statutory obligations in terms of current legislation. The Board has delegated authority and accountability to the Principal.

The Principal and Senior Management

The Principal has the delegated authority and accountability for ensuring that the College's commitment to gender, race and disability equity is communicated both internally and externally. The Principal, together with Senior Management, will oversee and ensure ongoing implementation of the Disability Equity Scheme, Gender Equity Scheme and Race Equity Scheme throughout the institution.

In carrying out these duties, the Principal and the Senior Management will pay heed to the full range of College functions, the need for the monitoring and evaluation of the impact of the elements of the above policies, so that the College develops as a institution, sensitive to disability, race and gender in which all teaching and learning is underpinned by the principles set out in the policies.

Managers

Managers will have specific responsibility for ensuring that the schemes are put into practice through the agreed action plans and by;

- (i) Ensuring staff are aware of their responsibilities and obligations
- (ii) Supporting the implementation of the scheme.
- (iii) Following the relevant procedures and where appropriate, taking action against staff or students who discriminate for reasons of disability, race or gender either direct or indirect.
- (iv) Ensuring a safe environment for staff and students and make specific arrangements for safe access, egress and fire evacuation for all disabled employees, visitors and students where reasonably practicable. Staff and students should be made aware of the current procedure, in line with the Health & Safety Policy.

All Staff

All staff has general responsibility for;

- (i) Promoting disability, race and gender equality, dealing with and recognising racial, gender or disability discrimination, either direct or indirect and dealing with such incidents in line with quality procedures.
- (ii) Being familiar with the College's Disability, Race and Gender Equity Policies, undertaking appropriate training and supporting awareness raising initiatives organised by the College.
- (iii) Where appropriate engaging in promotion of good relations with disability groups, ethnic groups, and gender groups within the wider community.

Students

Students shall be responsible for promoting disability, race and gender equality and avoiding discrimination acts either direct or indirect. Students should be confident in identifying and challenging racial bias, stereotyping, and disability discriminations. They should have the confidence that the College's procedures will support them in such challenges against victimisation and be aware of the College's policies and procedures regarding racism, disability, or gender discrimination, harassment and the reporting of such incidents.

Visitors

Visitors shall be responsible for promoting disability, race and gender equality and avoiding discriminatory acts, either direct or indirect. Visitors should be confident in identifying and challenging racial bias, stereotyping, and disability discriminations and have confidence that the College's procedures will support them in such challenges against victimisation.

Equality & Diversity Team

Key individuals have been co-ordinated by the Senior Management Team into Equalities and Diversity Team. The Team will include staff from different areas of college work and the Student President. The Team will ensure that students and the wider community are included in the development, monitoring and revision of policies.

3.2 RACE EQUALITY IMPACT ASSESSMENT

The College have implemented an Impact Assessment Group consisting of a Director of Corporate Services, HR Manager, and 2 members of staff for carrying out Race Equality Impact Assessments. The system will allow all policies, procedures and proposed changes to functions to be assessed to ensure that the college's decisions and activities do not disadvantage ethnic minority people. It will allow the College to identify where it might better promote equality of opportunity for ethnic people and where different parts of the race equality duty might be built into these policies and practices.

Monitor the effect of its policies and practices on the educational opportunities available to and the achievement of disabled, ethnic minority and under-represented pupils and students

This will be done through existing management systems that the College have in place and the Equalities & Diversity Team. Statistical information looking at a 3 year trend has been produced looking at the early retention and retention of disabled students and ethnic minority students against mainstream students. An evaluation of this data will now be undertaken.

3.3 ACTION PLAN

The Action Plan, which is, contained in Appendix 1 to the Scheme details the steps, which the College will take to ensure that it meets the Specific Duties.

The Action Plan will reflect on: -

Ensuring that the Race Equality Scheme is implemented;

Identify relevant functions and policies;

Assess and consult on likely impact of proposed functions and policies;

Monitor policies and functions for adverse impact;

Publish the results of assessments, consultation and monitoring

3.4 GATHERING INFORMATION

In order to assess the effectiveness of this Scheme and its related Action Plan the College will gather a range of information to allow it to: -

Monitor the effect of its policies and practices on the educational opportunities available to and the achievement of disabled, ethnic minority and under-represented pupils and students

This will be done through existing management systems that the College have in place and the Equalities & Diversity Team. Statistical information looking at a 3 year trend has been produced looking at the early retention and retention of disabled students and ethnic minority students against mainstream students. This will be monitored on an ongoing basis and appropriate actions identified as described in Section 3.5 below.

Monitor the extent to which the services it provides and those other functions it performs; take account of the needs of disabled, ethnic minority and under-represented persons.

This will be done through the Student Association and the Student Representatives set up in the College where staff, students and representatives from the different groups can feed any issues and grievances into the Forum get together and discuss ways in which the College can improved and take account of the needs of disabled, ethnic minority and under-represented people.

3.5 USING INFORMATION GATHERED

The information gathered, as described in Section 3.4 above, will be used to assess the effectiveness of the actions set out in the Action Plan.

The information gathered will be used by Managers, Heads of Faculty, and staff and regular reports will be submitted to Senior Management, Performance Review Group and Management Review Groups.

In addition the information gathered will be used in identifying priorities and actions within the Strategic Plan and will be monitored by the Principal and Senior Management.

3.6 IMPLEMENTING THE SCHEME

The Race Equality Scheme will be approved by Senior Management and then cascaded down to Managers and Heads of Faculties.

Each Department either Support or Teaching will contribute to the achievement of the objectives contained in the Action Plan.

3.7 REVIEW OF RACE EQUALITY SCHEME

3.7.1 In addition to the statutory requirement to review formally the Race Equality Scheme every three years, ongoing review will be carried out through the arrangements for submitting annual reviews of the Action Plan as referred to elsewhere in the Scheme.

3.7.2 In carrying out this ongoing review we will seek evidence which shows:-

- * High levels of student and staff confidence in our college irrespective of people's racial groups
- * That outcomes are not adversely affected by the students racial group
- * High levels of staff and student satisfaction surveys irrespective of their racial background
- * That the College's workforce is ethnically representative of the East Ayrshire community
- * staff receive fair treatment irrespective of their ethnic or racial origin

In the ongoing review of the operation and effectiveness of the Race Equality Scheme the College will take specific account of changes in the legislative framework in particular the establishment in 2007 of the Commission for Equalities and Human Rights.

3.8 PUBLISHING THE SCHEME

The College has a responsibility to publish details of the Race Equality Scheme and demonstrate its ability to meet the demands of the Act.

The College will make publicly available:

The Race Equality Scheme and Action Plan

The Annual Report on how the College has met targets outlined in the Race Equality Scheme and Action Plan

In all instances the College will endeavor to publish comprehensive information, however, where publication of information would identify a private individual the College reserves the right to withhold such information on grounds of data protection and possible infringement on human rights.

The College will make available important information in a variety of accessible formats.

3.8.1 WHERE WE WILL PUBLISH

Where mechanisms for publishing and reporting upon performance currently exist the College will continue to utilise these resources. This includes:

- Staff Intranet
- Annual Report
- Departmental Meetings

- Kilmarnock Edition

The Scheme will be published on the College website www.kilmarnock.ac.uk