

GENERAL POLICY: RACE EQUALITY

Applies to both staff and students

POLICY STATEMENT

Boston College recognises that students and staff can be discriminated against because of their colour, race, ethnicity and religion.

Racism exists within our society and requires decisive and specific action to eradicate it. It operates in very complex, covert and overt ways and is a serious barrier to the educational aspirations, achievement and employment prospects of students.

The College will take positive action to prevent institutional racism and its effects. Racial harassment will not be tolerated in any area of College life.

PRINCIPLES

1. We will take positive action to encourage the recruitment and increase the success rate of black and minority groups of students on all courses and at all times. Our annual monitoring and quality improvement procedures will evaluate performance on all programmes.
2. We will implement actively anti-racist strategies that challenge racial stereotyping and promote high levels of achievement.
3. We will ensure that opportunities to address anti-racism are taken across the curriculum.
4. We will value and accredit experiences and qualifications gained outside the UK.
5. We will work to create a learning environment that is welcoming and supportive of ethnic minority groups of students and staff.
6. We will respect and, where appropriate, provide for the practices that support students' religious beliefs.
7. We will seek to increase the number of staff from ethnic minority groups. We recognise the contribution they can make to student success. Regular reports regarding the ethnic composition of the staff body will be received by governors.
8. We will work to secure the fullest participation of ethnic minority students and staff in College life, including the College's planning and decision-making processes.
9. We will work actively with employers and their organisations to ensure ethnic minority groups of students gain quality work experience and employment.

We recognise that different forms of disadvantage can interact and the damaging effects this has on an individual or group. At Boston College we will take action to break this cycle.

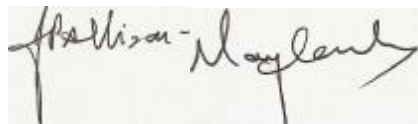
This Statement should be read in conjunction with the College Equal Opportunities Policy, Disability Statement and College Charter.

RESPONSIBILITIES

The Principal is the designated officer with 'executive responsibility' for managing Equal Opportunities. Inclusiveness is central to all the decisions and actions of the Governing Body and the staff. In addition Staff and Governors are responsible for ensuring that they are aware of their statutory responsibilities. Learners are made aware of, and expect to behave in a way that is consistent with the College's Equal Opportunities Policy.

STRATEGY

- We will actively work towards ensuring that: -
- Students and staff are monitored by ethnic profile.
- All images in College literature are carefully selected to represent the diversity of the College community.
- Day-to-day Equal Opportunities commitments find expression in: -
 - ü approaches to planning and funding
 - ü advertising courses and admissions procedures
 - ü teaching, learning and tutoring processes
 - ü guidance and learning support
 - ü work to raise achievement
 - ü performance monitoring and review processes
 - ü quality assurance and self assessment procedures
- All students receive a summary of the Student Charter via the Student Handbook that outlines the College's commitment to promoting the College's Equal Opportunities Policy. In return students are expected to play their part in Equal Opportunities.
- Student surveys are conducted annually and will be analysed by ethnicity.
- There is a policy of zero tolerance on all kinds of graffiti.
- Translators are available as and when needed.
- All staff receive a copy of the Equal Opportunities Policy.
- All staff will be treated equally and with regard to training and development opportunities, performance review processes, employee relations matters including discipline and grievance, and redundancy selection.
- Training is provided for all staff involved in recruitment and selection of staff and students. This includes training on Equal Opportunities issues.
- Governors have an active policy of keeping Equal Opportunities high on the agenda and receive Annual Accounts on Equal Opportunities issues.

REVIEWED FOR COMPLIANCE WITH EQUALITY AND DIVERSITY PRINCIPLES	
	JOHN ALLISON-MAYBANK, DIRECTOR OF CLIENT SERVICES
DATE	21 MAY 2009