

Race Equality Policy

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1.0 University of Bradford Race Equality Policy

The University of Bradford Race Equality Policy sets out how the University intends to meet both its general and specific duties. The policy informs the University's planning process and the Race Equality Action Plan (see Appendix A) for putting the policy into practice.

1.1 Race Equality Policy Statement

The University of Bradford, as part of its core commitment to promoting equality and diversity as well as an inclusive and supportive environment for students, staff and others closely associated with it, commits itself to:

- eliminating unlawful racial discrimination
- promoting equality of opportunity, and
- promoting good relations between people of different racial groups

1.2 Principles that underpin the University's commitment to its Race Equality Policy

The principles that underpin the University's commitment to its Race Equality Policy include to:

- support leadership and management to promote and champion race equality
- create a work and study environment that values diversity and respects difference
- support an inclusive learning and teaching environment
- take specific actions to address differences between student racial groups in terms of recruitment, progression and attainment
- attract and retain a diverse skilled workforce which is representative of the communities that it serves
- ensure staff and students receive training on race equality issues to prevent direct and indirect racial bias
- develop targeted positive action initiatives to support progression of BME staff and students

1.3 Implementation

The processes that will be used for the implementation of the Race Equality Policy will include:

- schools and directorate objectives and actions linked to the Race Equality Policy and Action Plan
- corporate and strategic annual monitoring and review of the school/directorate objectives
- annual monitoring and review of the Race Equality Action Plan 2008-2010 as part of the corporate and strategic process to assess the University's performance

1.4 Race equality functions with high relevance to the University of Bradford

Particular priority will be given to the following functions which are seen as having high relevance to race equality: learning, teaching and the curriculum; student assessment and progress; student recruitment, admissions and access; student support

and guidance; quality assurance; staff recruitment and management, including professional, personal and career development; discipline, grievance and appeals; the quality of the learning, living and working environment; partnerships and community links; procurement and outsourcing; institutional management and governance.

1.4.1 Complying with the requirements of race relations legislation

The Senate and Council are responsible for ensuring that the institution complies with the requirements of race relations legislation, including the general and specific duties arising from the Race Relations (Amendment) Act 2000.

1.4.2 Identifying specific actions, including targets and timescales, to put this policy into practice in the corporate strategy

The University will develop a Race Equality Action Plan to support the implementation of the Race Equality Policy requirements.

The Balanced Scorecard (BSC) will be used to monitor race equality performance.

1.4.3 Assessing the impact of policies on students and staff from different racial groups

The University will assess the race equality impact of its policies, practices, provisions and procedures in accordance with the guidance specified to meet this specific duty. The Impact Assessment Steering and Monitoring Group (IASMG) will undertake a formal and comprehensive review of the institutional and school/directorate lists of functions for impact assessment. It will support an institutional approach to equality-proof potential discriminating policies, practices and procedures. The IASMG will monitor and assess the progress and effectiveness of the policies, procedures and actions, particularly their impact on staff, students and others from different racial groups.

The University has developed guidance to support the completion of equality impact assessments.⁵ The University's impact assessment guidance extends beyond race including age, disability, gender, religion and belief and sexual orientation.

1.4.4 Student experience

The University has a well developed learning, teaching and assessment strategy. The following are integral components of the University's distinctive learner experience approach:

- curriculum framework
- personal development planning
- assessment
- e-learning
- diversity and inclusion
- student progress and achievement
- employability

⁵ www.bradford.ac.uk/admin/equalopp/impact/

1.4.5 Quality assurance

The University follows the internal and external quality assurance procedures in accordance with University regulations.

1.4.6 Building a diverse workforce

The University has a human resource strategy - Supporting and Developing Staff – that incorporates the required race equality objectives.

1.4.7 Training and development

The University has developed training courses either focused on or incorporating race equality issues. The Diversity in the Workplace module is statutory legislative training for staff at the University of Bradford.

1.4.8 Dealing with complaints

Any complaints about how the University is meeting its duties to promote race equality will be dealt with through its complaints procedures in accordance with the University of Bradford's Equality and Diversity Policy
www.bradford.ac.uk/admin/equalopp/policies/

1.4.9 Racial harassment and bullying⁶

The University will take action to prevent racist behaviour against individuals or groups, including racial harassment and bullying; to deal promptly with any incidents that do arise and are reported, in accordance with its Personal Harassment and Bullying Policy and formal complaint/grievance procedures; and, to record and monitor such reported incidents and report on these annually to the Equality & Diversity Committee (EDC).

Racial harassment could include any behaviour which causes discomfort, intimidates or offends or which incites others to do so (derogatory names, insults, racist jokes or ridiculing cultural difference); the display or circulation of offensive material, including racist graffiti, electronic mail or information published through the Internet; verbal abuse and threats of physical attack.

1.4.10 Community engagement

The University will consult and communicate with a range of representatives from the local communities, including people from diverse racial groups, in the development of the Race Equality Policy and Scheme.

1.4.11 Procurement and outsourcing

The University has a responsibility to promote race equality in all of its procurement and contracting arrangements under the RRAA 2000. For the University's guidance and implementation process refer to the website.⁷

1.4.12 Staff and student monitoring

The University will undertake annual staff and student monitoring to assess the impact of its activities on all racial and national groups. The University will follow the Commission for Racial Equality monitoring guidance.

The University of Bradford will collect the staff and student monitoring data annually in order to:

- analyse the data, assess the impact of the monitoring exercise and identify any patterns of inequality and the reasons for them
- recommend action to remove any barriers and promote equality of opportunity
- publish an annual staff and student profile
- advise and support schools and directorates in making appropriate adjustments

1.5 Responsibilities

The **University Council** (and its policy committees) has overall responsibility for ensuring that this policy and the scheme including the action plan are followed, and that the University meets its legal obligations arising from the Race Relations Act 1976, as amended by the Race Relations (Amendment) Act 2000, particularly the general and specific duties defined under the Act, and other relevant legislation. In addition, supported by appropriate committees, it has particular responsibility for ensuring that the University's employment, student, financial and procurement policies, procedures and practices promote race equality and avoid racial discrimination.

The **Senate** (and its policy committees) is responsible for ensuring that academic policies and procedures avoid racial bias between student racial groups in terms of recruitment, progression and attainment.

The **Equality & Diversity Committee**, a joint committee of Senate and Council, is responsible for the development, implementation, monitoring and review of policy, planning, procedures and practice to support race equality.

The **Vice-Chancellor** is responsible for demonstrating commitment to, and providing leadership in, promoting race equality, for ensuring that the Race Equality Policy and Action Plan are implemented effectively and that managers at all levels are aware of their responsibilities in this area, receive appropriate training and support and carry out these responsibilities satisfactorily.

The **Pro-Vice-Chancellors**, and other designated officers, are also responsible for demonstrating commitment to, and providing leadership in, promoting race equality, and specifically for ensuring that policies within the area of their remit promote race equality and are not racist in their effect.

The **University Secretary** has responsibility for ensuring that the University has policies and procedures that comply with the Race Relations (Amendment) Act 2000.

Deans and Directors are responsible within their schools/directorates for leading the implementation of the Race Equality Policy and action planning in relation to staff and student matters.

⁶ www.bradford.ac.uk/admin/equalopp/policies/HarassmentandBullyingPolicy07.pdf

⁷ www.bradford.ac.uk/admin/purchasing/uni/race

Race Equality Policy

The **Race Equality Champion** is responsible for taking the lead on race equality issues, relating to both students and staff, at senior management level.

Managers have a responsibility for managing staff in a manner consistent with the University commitment to equality and diversity and in ensuring that the disciplinary, grievance and complaints procedures are implemented fully and fairly in dealing with complaints of racial discrimination, including harassment and bullying.

1.6 Breaches of this policy

The University will take action against anyone who does not comply with the University's Race Equality Policy and procedures. Students, staff and people closely associated with the work of the University, including visitors, contractors, consultants and suppliers, are expected:

- to show respect to others whatever their race, colour, nationality (including citizenship) culture, or ethnic origin (all racial groups are protected from unlawful racial discrimination under the RRAA 2000)
- to be able to identify incidents of racism, including racial harassment, towards individuals or groups
- to take appropriate action to prevent or report such incidents
- to participate in any training activity provided by the University related to racial equality and preventing racial discrimination

1.7 Review and monitoring

The Race Equality Policy will be reviewed every three years in conjunction with the Equality and Diversity Policy. The University committees that will monitor and review the Race Equality Policy and Action Plan include:

- Council and Senate
- Equality and Diversity Committee
- Academic Strategy and Performance Committee
- Impact Assessment and Monitoring Steering Group
- Learning and Teaching Committee
- Student Union Executive
- campus trade unions

1.8 Communications and publishing

The University is committed to using a variety of means of communication to widely disseminate the content of the Race Equality Policy and Scheme. This includes email correspondence through the staff and student briefings, items in the University student and staff newsletters, regular updates on the equality website, and specific briefings and training. The communications are targeted at all students, staff and people closely associated with the work of the University, including visitors, contractors, consultants and suppliers, and external key stakeholders. The Race Equality Policy statement will be published, along with the University's Equality and Diversity Policy statement, in all the main University publications, including

student prospectuses and staff recruitment documentation. The full Race Equality Policy Statement, Scheme and Action Plan will be posted on the University website and notified to all staff and students.

This policy statement should be read in conjunction with the University's overall equality and diversity policy, and personal harassment and bullying policy and procedures, which include specific reference to racial harassment.