

Race Equality and Equal Opportunity Policy

Originator:	Chief Operating Officer
Approved by:	SMT
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Race Equality and equal opportunity Policy

1. Aims and Objectives of the Race Equality Policy

- 1.1 Academy of Science Technology and Management Ltd (hereinafter called ASTML) is committed to the principles of equality and excellence for all in order to promote the highest standards of achievement possible for all students. The College aims to meet the needs of individual students by providing opportunities for each to achieve their personal potential, taking into account ethnicity, gender, culture, religion, language, age, social circumstances, ability and disability. It is important that the College endeavours to meet the diverse needs of students to ensure inclusion for all so that students are prepared for full participation in a multi-ethnic community.
- 1.2 Equality of opportunity applies to all members of the College community, including students, staff, governors, parents and community members. The College will endeavour to foster and value relationships that promote an understanding and respect of others, irrespective of culture, nationality, religious or linguistic background.

2. Race Equality Perspective

- 2.1 ASTML is situated in the London Borough of Harrow.
- 2.2 The student population is socially, economically, linguistically and culturally diverse.
- 2.3 As a College we endeavour to attract staff who reflects the cultural diversity of the student population and languages.
- 2.4 Monitoring of ethnicity is carried out regularly and support is given to underachieving students.

3. Commitment to Race Equality

- 3.1 The College takes positive steps to eradicate and prevent racism in accordance with the Race Relations Act 1976 and adhere to its obligation as both a service provider and employer, under the Race Relations Amendment Act (2000). Racism will not be tolerated at individual or institutional levels in processes, attitudes and behavior which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

4. In order to provide equal access and entitlement ASTM endeavors to provide an ethos that:

- 4.1 Creates a College culture where everyone, irrespective of race, colour, ethnic or national origin, feels welcomed and valued (including students, parents, staff, College community and wider community members participating in College life).
- 4.2 Ensures all students and staff are encouraged to achieve their full potential.
- 4.3 Respects and values differences between people.
- 4.4 Prepares students for life in a diverse society.
- 4.5 Acknowledges the existence of racism and takes steps to prevent it.
- 4.6 Ensures that an inclusive ethos is established and maintained.
- 4.7 Promotes good race relations between different racial groups within the College and the wider community.
- 4.8 Opposes all forms of racism, racial prejudice and harassment.
- 4.9 Is proactive in tackling and monitoring discrimination at all levels.
- 4.10 Raises awareness of racism and its effects.
- 4.11 Raises awareness for all College staff of set procedures in place to deal with behaviours that constitute racism.
- 4.12 Encourages communication and confidence in order to resolve problems in cross-cultural settings.

5. Leadership and Management

5.1 The Board of Directors and COO will ensure that the College complies with all relevant legislation for race equality and diversity and that related procedures and strategies are implemented with awareness-raising for all staff.

5.2 The College Management Team endeavours through leadership and example, to ensure that all policies are based on College improvement planning and self-evaluation with actions to reflect a commitment to promoting race equality and opportunity.

5.3 Diversity is reflected and promoted in the following:

5.4 The College management, working in partnership with others to promote equality of opportunity to oppose all forms of oppressive behaviour, prejudice, discrimination and to promote awareness of procedures to tackle racism in the whole College community.

5.5 The College, promoting positive and proactive approaches to valuing and respecting diversity, which are embedded in all policies and practices.

5.6 The evaluation of policies and procedures are regularly reviewed for effectiveness in identifying specific actions to address race equality issues in College.

5.7 The quality of teaching and learning which are monitored to ensure high expectations that are appropriate to the breadth of content in relation to the College and the wider community.

5.8 The COO has responsibility to ensure the development, implementation, monitoring and review of procedures involved in tackling and preventing racism.

6. Teaching and Learning

The policies of teaching and learning emphasise our focus of Racial Equality Issues.

7. Assessment, Student Achievement and Progress

The assessment of student achievements and progress and all round development of students take into account our focus on ethnic and cultural diversity

8. Students' Religious and Cultural Needs

8.1 The College is aware of and acknowledges the pastoral, religious, cultural and linguistic needs of all students which is reflected in its Spiritual Social Moral and Cultural Development policy.

9. Behaviour, Discipline and Exclusions

9.1 Social inclusion is the responsibility of every member of staff in the College, with high standards and expectations for all, to enhance the educational experience of every student. All staff operates consistent systems in accordance with the guidance and policies for behaviour management.

9.2 The College expects high standards of behaviour from all students with fair College procedures for behaviour management which are equally applied to all. The College takes into account specific needs of individuals which may relate to their background, when dealing with unsociable behaviour. This principle will not be allowed to contravene the rights of all students to be part of an orderly and mutually respectful environment.

10. Recruitment, Retention and Development of Staff

10.1 The College adheres to recruitment and selection procedures that are fair and equal.

10.2 The skills of all staff are recognized and valued with encouragement to share Individual skills and knowledge within the College community. The College acknowledges and values the need for staff and those within the whole College community to reflect the diversity of the local wider community.

10.3 Steps are taken to encourage members from under-represented groups to apply for

positions at all levels within the College by accessing vacancies to attract the widest pool of applicants. The College monitors applications, appointments, training opportunities and promotion by ethnicity and gender.

10.4 All staff members are aware of this policy for its importance and impact on race equality and to challenge racial and cultural discrimination. Steps have been taken to ensure that the contents have been disseminated to everyone associated with the College.