POLICY STATEMENT ON THE PROMOTION OF RACIAL EQUALITY

1. General Statement
The University is committed to providing equality of opportunity to all its staff and students, potential staff and students, suppliers, providers, contractors or user of facilities regardless of race, colour, nationality or ethnic or national origins.

Evidence of discriminatory behaviour (including racial discrimination or harassment) will be treated as a potential disciplinary matter which may, in turn, result in sanctions up to and including staff dismissal or student expulsion in line with staff grievance and disciplinary procedures and student complaints and disciplinary procedures.

2. Legal background
The Race Relations Acts have been superseded by the Equality Act 2010. This Act makes it a duty for Higher Education Institutions, including the University, to take proactive steps to:
• combat discrimination, victimisation and harassment
• promote equality of opportunity, and
• foster good relations
in respect of the protected characteristics of the legislations.

The protected characteristics are age, disability, gender reassignment, pregnancy and maternity, religion or belief – including a lack of belief, sex, sexual orientation and race – which includes ethnic or national origin, colour or nationality. Marriage and civil partnerships are also protected by the Act but to a limited degree.

The University has a supporting Action Plan to help it to achieve the general and specific duties as set out in the legislation.

3. Policy review and consultation
The content and effectiveness of the Race Equality Policy and Action Plan, and any subsequent policy, will be reviewed annually in consultation with the Equality and Diversity Committee, Trade Unions, Students’ Union, local community and other stakeholders as appropriate.

4. Implementation of the Race Equality Policy- raising concerns
4.1 Procedures for staff
Any member of staff who considers that s/he has not been treated in accordance with this policy should raise their concerns with their Head of School or Directorate (or equivalent line manager), a Human Resources Partner, the Equal Opportunities and Diversity Officer or a trained Harassment Adviser. Should formal action be taken this would be in line with staff grievance and disciplinary procedures.
4.2 Procedures for students
Any student who considers that s/he has not been treated in accordance with this policy should raise their concerns with their Head of School, Director of Teaching and Learning, Personal Tutor, the Equality and Diversity Officer, the Student Advice Centre, the Students’ Union or a trained Harassment Adviser. Should formal action be taken this would be in line with student complaints and disciplinary procedures.

5. Accessing the policy and action plan in full
The full Race Equality Policy and Action Plan can be accessed online at [www.reading.ac.uk/web/files/humanresources/humres-race_equality_policy_and_action_plan.pdf](http://www.reading.ac.uk/web/files/humanresources/humres-race_equality_policy_and_action_plan.pdf) or is available from the Equality and Diversity Office.

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