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 Act 1976 has been amended by the Race Relations (Amendment) Act 2000 (RRAA) which introduces a new positive duty on public sector organisations. This legislative change was in response to the Stephen Lawrence Inquiry Report (The Macpherson Report) and requires all public institutions (including FE and HE institutions) to take action to promote race equality. Therefore, the University aims to meet the general duties of the RRAA (2000) by having a due regard to the need to:

a) Eliminate unlawful racial discrimination;
b) Promote equality of opportunity and good relations between persons of different racial groups.

The University aims to meet the specific duties of the Race Relations (Amendment) Act (2000) by complying with the following requirements:

3 (1) ...before 31st May 2002:
a) Prepare a written statement of its policy for promoting race equality;
b) Have in place arrangements for fulfilling, as soon as is reasonably practicable, its duties under paragraph ... (4)

3 (2) The University shall:
a) Maintain a copy of the statement;
b) Fulfil those duties in accordance with such arrangements.
(4) It shall be the duty of the University to:
   a) assess the impact of its policies, including its race equality policy, on students and staff of different racial groups;
   b) monitor, by reference to those racial groups, the admission and progress of students and the recruitment and career progress of staff;
   c) include in its written statement of its race equality policy and indication of its arrangements for publishing that statement and the results of its assessment and monitoring.

(5) The University shall take such steps as are reasonably practicable to publish annually the results of its monitoring.

The University will draw up a supporting Action Plan to help it to achieve these general and specific duties.

3. Policy review and consultation
The content and effectiveness of the Race Equality Policy and Action Plan will be reviewed annually in consultation with the Equal Opportunities Advisory Group, 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, a Director of Teaching and Learning, Personal Tutor, the Equal Opportunities and Diversity Officer, Student Services staff, 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 http://www.reading.ac.uk/internal/humanresources/equality or is available from the Equal Opportunities and Diversity Office.

6. Other relevant policies and procedures
The full Race Equality Policy and Action Plan should be read as part of the wider set of policies and procedures within the University including, but not limited to:

- Policy on Equal Opportunities and Diversity
- Harassment Policy and Procedures
- Student Complaints Procedures
- Grievance Procedures for staff.

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