

MANCHESTER ENTERPRISE ACADEMY

RACE EQUALITY POLICY

Approved By:	Project Steering Group
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CONTENTS

1.0	Aims	3
2.0	Relevant Legislation	3
3.0	Policy	4

1.0 Aims

Manchester Enterprise Academy is committed to racial equality for all students and employees of the Academy.

Manchester Enterprise Academy aims to ensure that the environment is supportive, where all individuals are treated with courtesy and respect and their contribution to the learning process is valued.

Manchester Enterprise Academy aims to create and maintain the conditions whereby students and staff are treated solely on the basis of their merits, abilities and potential, regardless of ethnic or national origin.

Manchester Enterprise Academy will work towards ensuring that this commitment applies to all areas of its provision, including where its collaborative partners deliver learning on behalf of the Academy.

Manchester Enterprise Academy will ensure that any partners the Academy work with, meet or are working towards relevant legislation.

Manchester Enterprise Academy will take all reasonable steps to prevent discrimination from occurring, including raising awareness in students and staff of the significance of the policy and what is expected of them while they study or work at the Academy.

2.0 Relevant Legislation

This policy has been written with regard to the Race Relations Act 1976, the Race Relations Act Amendment 2000 and the Duty to Promote Racial Equality 2002.

Manchester Enterprise Academy will seek to reflect the values of a multicultural community within its culture and day-to-day work. It has a responsibility to promote good race relations and to ensure that all members of the Academy, and those who come in contact with it, are treated with dignity and respect.

The general duty outlined in the Race Relations Act Amendment 2000 requires Manchester Enterprise Academy to have due regard to the need to:

- Eliminate racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

The Commission for Racial Equality's Code of Practice has established guiding principles, which govern public authorities (schools, FE and HE institutions). These are:

- Promoting race equality is obligatory for all public authorities
- Public authorities must meet the duty to promote race equality in all relevant functions

- The weight given to race equality should be proportionate to its relevance
- The elements of the duty are complementary (which means they are all necessary to meet the whole duty under the Race Relations Act Amendment 2000)

3.0 Policy

Manchester Enterprise Academy will:

- Ensure the requirements of relevant legislation related to race relations are met through regular monitoring
- Not discriminate against any individual in its publicity, recruitment, application process, offer of a course, employment or access to resources
- Be proactive in promoting and maintaining a conducive learning environment for all and in raising awareness among all staff and students of what is expected of them whilst they study or work at the Academy
- Implement effective policies and procedures throughout the Academy for dealing with harassment of students and staff
- Implement effective processes for monitoring the harassment of students and staff via the Complaints and Disciplinary procedures
- Implement effective processes for monitoring and evaluating equal opportunities data in relation to ethnic origin for both students and staff
- Implement effective monitoring procedures for other aspects of this policy
- Annually publish an Equality & Diversity Report on the findings of its monitoring processes, its promotion of racial equality through its work with staff and the delivery of learning, informed with appropriate statistics on staff and students. This report will be available in hardcopy and on the Academy's intranet for Governors, all staff, partner organisations and potential and actual students and their parents/carers
- Amend this policy and associated documentation in the light of further legislation and other requirements