

## **Northumberland College Race Equality Statement**

We aim to be proactive in the promotion of equality. We will respond to the positive duty placed on us by the Race Relations Act 1976 and the Race Relations Amendment Act 2000 to promote good race relations by:

1. ensuring that all governors, staff and students understand our position on racial equality
2. ensuring that all governors, staff and students are aware of the College's positive duty to promote good race relations and the actions needed to fulfil that duty
3. ensuring that our promotional materials reflect our commitment to race equality
4. conducting, at least annually, a thorough analysis of student data including recruitment, retention, and achievement by racial group
5. conducting, at least annually, a thorough analysis of staff data, including recruitment data and data relating to training and grievance procedures, and comparing this to data relating to the student body and the local census
6. making the results of these analyses available on the College staff net
7. reviewing the results of the analyses in order to assess the current position, to measure progress and the impact of actions taken, to identify trends and issues, and to plan future actions
8. producing an annual report based on the outcomes of the analyses and monitoring and review processes
9. in consultation with staff and student groups, producing an action plan<sup>1</sup>

---

<sup>1</sup> Actions relating to this aspect of the College's work will be captured into the Equality and Diversity Action Plan