

Connect2Education



Race Equality Policy

Issue Date:

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Authority: Director, Connect2Education Ltd

Executive Summary

Connect2Education Ltd has been happy to readdress our equality policies to ensure that we meet the requirements of the Race Relations Amendment Act. We have not undertaken this review in the spirit of compliance, but because we are committed to the principles on which it is based.

1.0 The aim of this policy – race equality

Connect2Education Ltd is committed to eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between people of different racial groups. Through this policy we aim to make race equality central to the way the Connect2Education Ltd carries out all its public functions so that it becomes a central part of its policy making, service delivery and employment practices. In doing this, we believe this will help us to:

- raise standards across the business
- target action to remove any inequalities
- create a positive and inclusive atmosphere where there is a shared commitment to respect diversity and difference, and challenge and prevent racism and discrimination
- prepare young people and students to live and work in a multi-ethnic society
- attract a motivated and loyal staff where individuals from all racial groups are valued and feel that they can reach their full potential
- make full use of the skills and different perspectives in the community
- build on our existing achievements in widening access to skills training.

2.0 Our approach to race equality issues and the allocation of resources

Whilst race equality is central to our strategy, we recognise that race equality will be more relevant to some of the public functions which we carry out than others. We also recognize that this is an ongoing commitment and what needs to be done will change over time as our policies and functions change.

3.0 Fighting race discrimination together

Whilst we acknowledge that the obligation to work towards eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations

between people of different racial groups rests with the Director of Connect2Education Ltd our success will, in part, depend upon the support and co-operation of our clients, staff, trainees, students and other partners. The benefits of implementing a successful policy are far-reaching and we are optimistic that with such help we can make improvements that will have a significant impact on the lives of everyone involved with Connect2Education Ltd.

4.0 The Race Equality Policy Action Plan

Connect2Education Ltd has several aims and objectives that are designed to deliver race equality right across the business. These are:

- To define roles and responsibilities so that everyone knows what is expected of them
- Providing training for all staff and other individuals with special roles

4.1 Assessing the impact of our policies

We will assess the impact of our policies on clients, students and staff. In doing this we will be able to see whether our policies help to achieve race equality or whether they have, or could have, an adverse impact on them. We are also committed to building this assessment into our existing policy review arrangements.

Accordingly, we undertake to carry out the following tasks:

- To talk to staff and trainees from all racial groups to find out their needs and opinions

We will use this information to assist our race and equality aims, targets and strategies, where necessary, and influence and guide our planning and decision making.

4.2 Trainees and student achievements and progress

We will monitor all relevant stages of its procedures in relation to trainees and students. This will include:

4.3 Staff recruitment, selection and career development

Connect2Education Ltd will monitor all relevant activities that relate to staff recruitment and selection, career development and opportunities for promotion. Monitoring will include:

4.3.1 In relation to the appointment of Connect2Education Ltd staff:

- the selection and training of those involved in recruiting staff
- applications and appointments
- the success rates for the different selection methods used by Connect2Education Ltd
- the appointment of permanent, part-time, temporary and fixed-term staff
- the employment/contractor status of staff
- the home or international status of staff
- the length of service of staff
- alleged racial discrimination during selection process
- sources of applications for posts

4.3.2 in relation to their career development and promotion:

- the grade and type of post
- the length of service
- training and development including applications and selection
- the results of career development programmes
- appraisals and Professional Development Plans
- promotion, including selection methods and selection criteria
- alleged racial discrimination, including harassment during their employment
- discipline, grievances
- termination of employment

5.0 Responsibilities

The Directors and Senior Leads of Connect2Education Ltd wish to set out clearly the following responsibilities:

- providing a consistent high profile lead on issues covered by the policy
- promoting general awareness of the policy within and outside the business
- requiring managerial action to implement the policy
- allocating appropriate resource to support the structures and activities set out in the policy
- ensuring that there are procedures in place and members of staff responsible for dealing with incidents of racism or racial harassment.

All staff

- promoting racial equality and good race relations and not discriminating on racial grounds
- dealing with racist incidents and being willing and able to identify and challenge racial bias and stereotyping

Clients, Contractors and Service Providers

- complying with the policy and other race equality requirements that may be set out in contracts or agreements.