



Race Relations Policy



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LANGSIDE COLLEGE

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1.1 POLICY STATEMENT

1.2 RACE RELATIONS

It shall be the policy of Langside College to commit to anti-racist principles in the development of policy and good practice in every aspect of the organisation. By this is meant strict adherence to the general duty of the Race Relations Amendment Act.

This policy shall be reinforced by:

- a set of shared corporate values which emphasise fairness, respect and equality of opportunity;
- commitment by College Management to the establishment of systems and procedures which promote good race relations and ensure the race relations policy is being adhered to;
- a College environmental strategy which is sensitive to the needs of students from black and minority ethnic backgrounds;
- a College culture which is sensitive to the needs of students and staff from black and minority ethnic backgrounds;
- access for students and staff to all documents outlining national, regional and College policy on race relations;
- establishment and maintenance of a planning and monitoring process to ensure that policies and procedures are put into operation and are effective;
- commitment to annual publication of a full range of data relating to race equality which is benchmarked against appropriate standards where available;
- appropriate programmes of staff development;

- effective consultation on and communication of all issues with regard to students and staff from ethnic minority backgrounds;
- provision of a flexible curriculum framework to ensure that students and staff from black and minority ethnic backgrounds are not discriminated against or disadvantaged; and
- action to ensure adequate funding and resources including staffing are provided to support students and staff from black and minority ethnic backgrounds.

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