

## **RACIAL EQUALITY POLICY STATEMENT**

### **1. Racial Equality Policy Statement**

- 1.1 DBC celebrates and values the diversity brought to its workforce by individuals. DBC will treat all employees, learners and members with respect and dignity and seek to provide a positive working and learning environment free from racial discrimination, harassment or victimisation.
- 1.2 DBC will seek not only to eliminate discrimination but also to create a working and learning environment based on positive relations between members of different racial groups. To this end DBC undertakes to provide training and support for staff and to provide diverse images in any material which it produces for learners and staff. The aim is to create a positive inclusive ethos where issues of racism, stereotyping and discrimination can be discussed openly with a shared commitment to challenging and preventing racism and discrimination, to respecting diversity and difference and to encourage good relations between people of different groups.
- 1.3 DBC will work towards the elimination of racism whether overt or covert, and will seek to ensure that individuals and communities have equal access to learning programmes and facilities.

### **2. Definitions and Scope**

- 2.1 Both institutional and individual racism "can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantages ethnic minority people".  
(Macpherson)
- 2.2 DBC recognises that institutional racism can exist and that no organisation is immune to it.
- 2.3 This Policy statement is applicable to both DBC staff, learner and member matters.

### **3. Our Statutory Duties**

- 3.1 Under the race relations act 1976 (as amended by the Race Relations (amendment) Act 2000) DBC has a general duty to have due regard to the need to:
  - Eliminate unlawful race discrimination.
  - Promote equality of opportunity.
  - Promote good relations between people from different racial groups.
- 3.2 It also has specific duties to:
  - Prepare and maintain a written race equality policy.
  - Assess the impact of its policies on learners, staff and members from different racial groups.

- Monitor the admission and progress of learners and the recruitment and career progress of staff by racial groups.
- Set out DBC arrangements for publishing the results of assessments and monitoring.
- Where reasonably practicable publish annually the results of assessments and monitoring.

#### **4. Meeting Our Duties**

4.1 We will seek to ensure that:

- Directors, staff, members, learners and their placement providers are aware of our racial equality policy and the action needed for its implementation.
- Staff, members, learners and their work placement providers are aware of the value placed upon equal opportunity and that action will be taken in the event of any breach of the policy.
- Directors and staff have access to comprehensive information which assists them to plan, implement and monitor actions to carry out their responsibilities under the policy.

4.2 We will ensure DBC's publicity materials present appropriate and positive messages about minority racial groups.

#### **5. Monitoring Our Progress**

5.1 The Monitoring process will be used to ensure that staff are treated equally in terms of promotion, staff development, grading etc.

5.2 To inform the setting of targets and the measurements of our progress in achieving them, we will collect and analyse information by learner group.

#### **6. Positive Action**

6.1 In specific circumstances, the Act allows positive action as a way of overcoming racial inequality.

6.2 Positive action allows organisations to:

- Provide facilities or services (in training, education or welfare) to meet the special needs of people from particular racial groups (for example, English language classes – see section 35 of the Act).
- Target job training at particular racial groups that are under – represented in a particular area of work (see sections 37 and 38 of the Act).
- Encourage applications from racial groups that are under-represented in particular work area (see section 38 of the act).

- 6.3 DBC, when the results of monitoring are available, will consider targets to reduce any disadvantage suffered by ethnic minority employees and learners. If monitoring reveals that specific racial minority groups are disadvantaged, targets will relate to those specific groups. The targets will be published annually in our Development plan.