

Annex D

Race Equality Statement

RACE EQUALITY STATEMENT

Purpose

To ensure the promotion and implementation of race equality in all aspects of the College's operation. Race includes colour, nationality and ethnic or national origins, as defined by the Equality Act 2010.

This statement supports the College's duties under the Equality Act 2010, including the Public Sector Equality Duty, and aligns with regulatory expectations including Ofsted and the Office for Students.

Scope

This statement affects all aspects of College provision, in particular the recruitment and treatment of learners and the employment of staff. This document will also be of interest to providers and other partners with whom we work, as this statement sets our standards and expectations.

Legislative Framework

We are committed to achieving the duties outlined within the Equality Act 2010. Our Single Equality Policy outlines our priorities in line with the identified protected characteristics outlined in the Equality Act 2010.

The Statement

Burnley College adopts a zero-tolerance approach to racism, racial harassment and discrimination, and will respond promptly and effectively to all incidents.

The College affirms its commitment to achieving race equality and promoting harmonious and productive race relations both within the College and in the community of Burnley. We will work in partnership with organisations and groups in Burnley and beyond to help develop race equality for the benefit of the wider community.

The College will actively promote an inclusive environment where all learners and staff feel safe, respected and able to participate fully, with a particular focus on addressing disparities in experience for learners and staff from minority ethnic backgrounds.

We will ensure that effective action is taken to ensure race equality is promoted in relation to:

- ❖ The composition of the College Governing body
- ❖ The recruitment and career progression of staff
- ❖ The admission, achievement and progress of learners
- ❖ The Curriculum design and delivery
- ❖ The marketing of courses and programmes
- ❖ The procurement process, through the purchase of College goods and services.
- ❖ The investigation of complaints and allegations of discrimination

Equality Impact Assessments

This policy will operate in conjunction with the Inclusion Strategy, which will incorporate Equality Impact Assessments (EIAs) and set out the key performance indicators against which the College will monitor and evaluate progress. EIAs will be informed by data, stakeholder feedback and evidence-based analysis, and will support the delivery and review of the College's Equality Objectives.

Our Monitoring and Review Process

Data will be regularly and closely scrutinised. Data affecting the learner will be scrutinised by the Curriculum and Standards Committee and data affecting employment by the Human Resources Committee. Our internal statistics will be benchmarked against other FE providers where this information is available. Results of analysis will be highlighted in annual reports to the Governing Board or its relevant sub-committees.

Data will be collected and monitored in relation to:

- Learner
 - enrolment, attendance and retention
 - learner achievement and destinations
 - learner disciplinary hearings and exclusions
- Staffing
 - Applications, shortlists and recruitment
 - Complaints of racial discrimination or harassment
 - Discipline, Grievance information
 - Staff survey information
 - Distribution of the workforce in terms of race

Roles and Responsibility

This policy is the responsibility of the Director of People & Central Services.

All staff are involved and responsible in the promotion of equality, diversity and inclusion. Action Plans are produced and monitored via Divisions and Cross College teams documenting the positive steps the College takes to champion Equality, Diversity and Inclusion. This process also assists in the gaining of information, the consultation and communication with staff and learners, as well as the development of staff.

All policies and action plans can be accessed through the College's web site and intranet and we will ensure that this statement is made available to the community, learners, staff, contractors, clients and members of partner organisations.

Date of Last Review

Ownership: Vice Principal for Student Experience
Last Revised: June 2026
On College website: July 2026