

Further Education (FE) Colleges / Sixth Form Race Equality and Anti-Racism Policy and Implementation Framework

1. Purpose & Vision

We promote cultural inclusion, safeguarding, and belonging for all students. We take proactive measures to dismantle racial inequality in college curriculum, safety, behaviour and progression outcomes.

2. Legal & Safeguarding Framework

Aligned to the Equality Act 2010, PSED, KCSiE, ESFA funding requirements and Ofsted expectations. Racism is treated as safeguarding harm and identity protection is prioritised.

3. Cultural Competence in College Systems

Curriculum planning, progression pathways, behaviour, and security practices must protect dignity and equity for ethnically diverse learners.

4. Apprenticeships & Employer Partnerships

We ensure placement partners uphold anti-racism responsibilities. Monitoring learner welfare and fair treatment continues off-site.

5. Behaviour, Sanctions & Restorative Approaches

Disproportionality in sanctions and suspensions is reviewed termly. Restorative practices prioritised; discrimination and identity shaming handled transparently.

6. Student Union & Social Environment

The Student Union models anti-racism principles. Racism, harassment and harmful behaviour in social spaces are actively prevented.

7. Digital Safety & Online Harassment

Online racial harm is recorded and addressed. Digital citizenship education included.

8. SEND & Intersectional Inclusion

Additional learning needs assessments must not be racialised. Support strategies must be culturally aware and co-produced where possible.

9. Faith & Cultural Inclusion

Prayer/reflection space, inclusive timetabling and recognition of cultural commitments included in learning delivery.

10. Data Monitoring & Accountability

Termly data dashboard tracks behaviour, attainment, retention, progression, safeguarding and belonging. Action follows data.

11. Reporting, Whistleblowing & Advocacy Protection

Students and staff protected when reporting racism with transparent outcomes and retaliation prevention.

12. Community & Family Partnership

We work with families and community organisations where appropriate, ensuring racially safe learning environments beyond college grounds.

13. Annual Review & Publication

Annual Race Equality Impact Report produced with public accountability outcomes.

Appendix A: Community Safety Protocol

- Partner with community safety services including police, youth workers and transport providers.
- Staff and contracted security must receive anti-profiling and cultural-competence training.
- De-escalation and safeguarding alternatives used before police intervention.
- Monitor racist harassment on routes to/from college and in neighbourhood spaces.
- Provide safe-travel guidance and alternatives for vulnerable students.
- Ensure surveillance/search practices are fair, proportional and accountable.