

Race Equality and Anti Racism Policy and Implementation framework for Universities and Higher Education Institutions

1. Purpose & Vision

We commit to a university that is racially safe, culturally competent, and intellectually inclusive. Ethnically diverse students and staff must thrive academically, socially and professionally throughout their time in higher education.

2. Legal & Regulatory Framework

Aligned to Equality Act 2010, PSED, Office for Students (OfS) conditions and HE safeguarding expectations.

3. Decolonising Curriculum & Research Ethics

Academic content must reflect diverse knowledge and global contributions. Research involving communities experiencing racial inequality must be ethical, co-designed where possible and avoid exploitative or biased practices.

4. Racial Safety in Teaching & Academic Practice

All teaching spaces must be free from racial microaggressions and stereotype threat. Marking and assessment monitored for racial bias; supervision practices monitored for equity.

5. Staff Recruitment, Retention & Leadership Representation

Transparent and fair recruitment, appraisal and promotion. Data monitored for equity in representation and pay gaps.

6. Student Union Partnership & Representation

Student Union supports anti-racism actions and representation. Racist behaviour in societies and events addressed rapidly.

7. International Student Protection

Inclusive support for international students including cultural orientation, anti-hate protections and language-accessible support.

8. Accommodation & Campus Living Safeguarding

Residential spaces must be racially safe. Harassment and discrimination addressed as safeguarding concerns. Residential staff and security must complete cultural-competence and anti-profiling training.

9. Campus Security & Policing

Security oversight must be fair and non-discriminatory. Police involvement must be justified, transparent and trauma-informed. Disproportionality in interactions monitored and addressed.

10. Digital & Community Safety

Online harassment investigated with urgency. Community partnerships ensure racial safety off-campus and during travel.

11. Data Monitoring & Accountability

Termly race equality dashboards include academic progression, non-continuation, belonging, complaints, attainment gaps and workforce diversity.

12. Reporting, Whistleblowing & Advocacy Protection

Students and staff protected when reporting racism. Outcomes communicated clearly with no risk of retaliation.

13. Annual Review & Publication

Annual Race Equality Impact Report published. Objectives updated with co-production from students and staff.

Appendix A: Residential Racial Safety Protocol

- Hall wardens, RAs and security teams receive anti-racism and cultural-competence training.
- No racial profiling; ensure fair access to shared spaces and resources.
- All reports of racial harm in accommodation recorded and escalated.
- Unacceptable behaviour results in sanctions and restorative actions.
- Safe disclosure channels for students experiencing racial harm at home or in halls.