

Workplace Education and Training Providers: Race Equality and Anti Racism Policy and Implementation framework

1. Purpose & Scope

This policy applies to staff, learners and employers in workplace education. We ensure all environments are culturally competent, safe and equitable for ethnically diverse people experiencing racial inequality.

2. Legal Compliance

Aligned to the Equality Act 2010, PSED where applicable, ESFA/Ofsted requirements and safeguarding duties. Racist behaviour and bias are treated as professional misconduct.

3. Inclusive & Culturally Competent Delivery

Trainers must embed representation and cultural competence in teaching resources, communication and assessment. Equality Impact Assessments required for programme design.

4. Safeguarding Against Racial Harm

Racism threatens psychological safety and wellbeing. Incidents are escalated through safeguarding processes with trauma-informed responses.

5. Workplace Host Partnerships

Employers must provide racially safe environments for learners. Partner compliance monitored and non-compliant settings removed.

6. Recruitment & Workforce Development

Fair hiring, promotion and leadership access. Staff performance includes anti-racism practice. Pay gaps reviewed where possible.

7. Reporting & Whistleblowing

Learners and staff protected when reporting concerns. Reports tracked for patterns. No retaliation permitted.

8. Data Monitoring

Termly monitoring of retention, achievement, progression and complaints by ethnicity with action planning for improvement.

9. Co-Production & Learner Voice

Learners experiencing racial inequality shape improvements to curriculum and workplace environments.

10. Review & Accountability

Termly updates to leadership and annual publication of progress.