

Support Services

If you think that you may be the victim of racial or ethnic discrimination, or you wish to discuss or report a specific issue, please contact Claire Gaygan (Head of Student Services) on Ext 272 or claire.gaygan@stokesfc.ac.uk.

All discussions will be treated with utmost confidentiality and sensitivity.

Further information

The College's Single Equality Scheme can be obtained from the Personnel dept. or from C Gaygan.

The Equality Act 2010 can be viewed in full at www.legislation.gov.uk/ukpga/2010/15/contents

The Equality and Human Rights Commission (EHRC) can be accessed at www.equalityhumanrights.com



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Your guide to understanding

Race

Equality and Diversity



Legislation

The Equality Act 2010 has replaced previous anti-discrimination laws with a single Act and it places a specific duty on public sector organisations.

The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment.

One of these characteristics is race.

The College has a Single Equality Scheme which reflects the requirements of the Equality Act 2010 and specifically covers Race.

This legislation will protect you against people's actions, not the opinions which they hold.



What is meant by Race?

Race is defined as any and every racial or ethnic background. This means groups whose background is defined by their race, colour, nationality, citizenship, ethnic or national origins.

For example, this may include Jewish, Sikh and Muslim men and women whose ethnic background requires them to wear specific headwear or dress. It may include other diverse ethnic groups such as Gypsies and Irish Travellers.

More information on race can be found in the College Diversity Prospectus Booklet.



Your Rights at the College

You have the right to study or work in an environment which is free from victimisation, discrimination and harassment on the grounds of your race or ethnicity.

You have the right to expect the College to protect you from such abuse and strive to eliminate it.



Your Responsibilities at the College

You must respect the racial and ethnic background of all other students and members of staff.

You must not discriminate or harass on the grounds of race or ethnicity.

You must be willing to challenge and report instances of discrimination and stereotyping on the grounds of racial or ethnic background.

The College Commitment to Race Equality

The College is committed to welcoming people from all races and ethnic backgrounds.

Our objective, always, is to promote a culture of understanding, tolerance and integration in order to eliminate racial discrimination.