

THE FORTUNE CENTRE OF RIDING THERAPY

Race Equality Policy
(Last updated 28 October 2006)

Adjunct to:

The Equality & Diversity Policy for staff
The Equality & Diversity Policy for students

1. Purpose of Policy

The Race Relations (Amendment) Act 2000 gives The Fortune Centre of Riding Therapy (FCRT) a statutory *general* duty to promote race equality. The aim of the duty is to:-

- Eliminate unlawful racial discrimination
- Promote race equality
- Promote good relations between people of different racial groups.

The Act also gives the FCRT specific duties, to help them meet the general duty. This includes a duty to prepare and maintain a written statement of the institution's race equality policy.

The FCRT provides a 3 year residential course for students with special needs – Further Education Through HorseMastership (FETH), and recognises the importance of promoting an environment of equal opportunity for both staff and students. This promotion starts from the point of student admission and staff recruitment.

2. The FCRT's Aims under this policy

To Widen Participation - our aim, as stated in the FCRT's Three-Year Development Plan 2005-2008 is to widen participation in the FETH course. Since 2004 marketing strategies have been developed to increase the awareness of the FETH course. The number of individuals, both lay and professional, who are aware of the FCRT's provision has increased. This enables prospective students from as broad a base as possible to access the course, provided it is appropriate for them. Strategies continue to include the marketing of the FCRT's unique provision in inner city schools, in areas and in groups where the issue of horse motivation may be less clearly identified.

The FCRT will widen participation by:

- having a clear understanding of the needs of students from ethnic minority backgrounds and supporting them where appropriate in particular aspects of self-care, diet, religious or cultural observance
- working closely with Connexions advisors and social workers to enable them to promote further education to prospective and current students and their families
- developing links with inner city Connexions advisers, schools and City Farms
- advertising the FETH course more widely in eg Education for Everybody, Young People Now, The Source, Education Today, and the Care Choices Progress Magazine, amongst others.

The FCRT continue to seek inclusion of students from all backgrounds and from any ethnic minority for whom motivation by horses is sufficiently powerful for them to benefit from the FETH course curriculum and who, as individuals, meet the admission criteria as listed below.

FCRT students:

- Have a range of learning difficulties or disabilities, and a lack of motivation, which, if not addressed, will prevent their success in education and in their adult lives
- Are motivated by horses
- Are usually immature school leavers with limited life experience
- Need learning goals related to addressing their inability to relate to others
- Form a compatible student group
- Are not in an acute phase of a disorder
- Must have the physical, sensory and intellectual ability to work with horses safely.

To assess existing and future FCRT policies – to ensure they allow for promotion of race equality

To monitor and assess implementation of policy - via the Daily Staff Update; recording raised complaints and the action taken; observation of staff; develop an Action Plan that becomes an Agenda item for monthly staff meetings

Publish the policy to all staff and students including results from monitoring and assessment – making both available to any interested parties on request

Train both staff and trustees – to understand their responsibilities to uphold the requirements of the FCRT's duty under the Act. Equality and Diversity workshops will be developed - Race Equality being one of the main areas to be covered. This will also form part of the induction programme

Maintain student records to allow analysis of: enrolments, retention and achievement by ethnic group, with follow up targets and an action plan

Maintain staff records to allow analysis of: by ethnic group, applications, recruitment, promotion, appraisal outcomes and staff development. This should evidence that the FCRT are taking action to develop a staff and management profile which reflects that of its local community and or student body, in terms of ethnicity.

3. The FCRT Commitment

The FCRT is committed to:

- upholding the ongoing Government requirements and supporting the strategic aims of external agencies such as the Learning Skills Council.
- Actively tackling racial discrimination, and promoting racial equality and good race relations
- Encouraging, supporting and helping all students and staff to reach their potential
- Making sure the race equality policy and associated procedures are followed

4. Responsibilities

A. The Trustees

The trustees are responsible for:

- Making sure The FCRT stays within the Race Relations Act and meets both the general and specific duties.
- Making sure the race equality policy and associated procedures are followed

B. The Director

The Director is responsible for:

- giving a consistent and high-profile lead on race equality issues
- promoting the race equality policy inside and outside of The FCRT
- making sure the race equality policy and associated procedures are followed

C. Heads of Department

The Heads of Department are responsible for:

- Putting the policy and its strategies and associated procedures into practice
- Making sure all staff know their responsibilities, and receive support and training in carrying these out
- Following the relevant procedures and taking action against staff or students who discriminate for reasons of race, colour, nationality, or ethnic or national origins.

D. All Staff

All staff are responsible for:

- Dealing with racist incidents, and being able to recognize and tackle racial bias and stereotyping
- Promoting race equality and good race relations, and avoiding discrimination against anyone for reasons of race, colour, nationality or ethnic or national origin
- Keeping up-to-date with the law on race relations and taking up training and learning opportunities

E. Contractors and Service Providers

All contractors and providers of services are responsible for:

Following the race equality policy and any race equality conditions in contracts or agreements

5. Breaches of the Policy

Identified policies or procedures that risk breach of the Race Equality Policy will be amended within 48hrs.

Acts/behaviour identified through the monitoring and assessment process that breach the policy will fall under the FCRT disciplinary procedure.

If any member of staff or student feels they have been discriminated against, they should follow the FCRT grievance procedure.