



Anti-Racism Policy

Introduction

Truro and Penwith College is committed to ensuring a safe and inclusive environment for all students, staff and college users. We promote an anti-racist culture, so all students, staff and college users feel valued, respected and that diversity is a strength. The college is committed to addressing racism in any form.

Purpose

The aim of this policy is to:

- Challenge racism in all forms.
- Promote understanding and respect for all racial and ethnic groups.
- Eliminate racial discrimination, harassment and victimization.
- Create an inclusive culture that supports the mental health, wellbeing and achievement of all students, staff and college users.
- Remove barriers to learning.

Eliminating Racism

Truro and Penwith College is committed to eliminating racism and are taking the following actions:

Staff Development –

Ongoing professional development focused on anti-racism, equality, diversity and inclusion.

Engaging with students –

Creating forums for dialogue and collaboration with students. Regularly seeking feedback from students on their experiences and suggestions for improvement.

Cultural Activities –

Organising events and activities that celebrate cultural diversity. For example, Race Equality Week.

Tutorials –

Integrating anti-racism education into tutorials.

External Agencies –



Working with external agencies to promote an anti-racist culture and ensure Hate Crime is reported appropriately. For example, Diverse Communities Policing and Safer Cornwall

Equality, Diversity and Inclusion Plan 2023-26 –
Undertaking actions as part of the three-year Equality, Diversity and Inclusion Plan.

Dealing With a Racist Incident

Racism in any form is not tolerated at Truro and Penwith College. If a student is identified to have taken part in racist behaviour the disciplinary procedure will be followed. The college will review the context of the incident, the impact of the behaviour and the wishes of the victim.

The college believes that education is critical to ensure there is understanding and reflection of the racist behaviour used to ensure it does not happen again.

Any student, staff and college user who experiences racism can report to staff including the safeguarding team and Designated Safeguarding Lead.

Students, staff and college users are not to engage in racist behaviour, the below list is some examples, but it is not exhaustive:

- Direct physical assaults or threat of it due to race.
- Inciting racism in others.
- Using racist language verbally to another student, staff or college user.
- Using racist language on college devices picked up by Smoothwall.
- Bullying or harassment with racist behaviour.
- Expressing prejudice or deliberate misinformation on racial or ethnic distinctions.
- Distributing racist literature.
- Writing or expressing racist language.
- Refusal to work with others because of their ethnic origin.

The safeguarding team will assist with reporting Hate Crimes to police and Cornwall Council. A record of the incident and report will be added to CPOMS or the Incident Log.

Where appropriate the safeguarding team will also communicate with a students' next of kin to alert them to any racist incident that has taken place on college campus and the actions the college has taken.



Useful Resources

[Stop Homophobic, Transphobic, Racial, Religious & Disability Hate Crime - True Vision \(report-it.org.uk\)](https://report-it.org.uk)

[Hate crime - Safer Cornwall](#)

[Report hate crime | Devon & Cornwall Police \(devon-cornwall.police.uk\)](https://devon-cornwall.police.uk)

[Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Other documents to be considered:

- Safeguarding Children and Adults at Risk Policy
- Anti-Bullying and Harassment Policy
- Student Disciplinary Procedure