

Treloar vision/commitment for Race Equity

In light of recent events and the global prominence of the Black Lives Matters campaign, the world has woken up to the devastating impact of racism on individuals, communities and civil society.

At Treloar's we have been thinking hard about the steps we need to take to become a truly anti-racist organisation, playing our part in dismantling Institutional Racism.

Annually, Treloar's sets out its commitment to Equality, and publishes this commitment in the form of annual equality objectives which are approved by our Governing Body.

The Equality Act 2010 places a general duty on all organisations, like Treloar's, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Our commitment to our new equality objective on race equality will be delivered by the following:

- We have written our commitment to race equity, and this will be communicated to all stakeholders to outline our commitment and the actions Treloar's is taking.
- Leaders will undertake further development training in area of race equality
- We publish every two years an Equality report which analyses a wide range of student and staff data against each of the protected characteristics, which includes recommendations which inform our annual EDI objectives
- We will report and publish ethnicity pay differentials like we currently do for gender
- Promotion of our new whistleblowing Trustee, as an additional element within our existing whistle blowing policy – with a zero tolerance of harassment and bullying. This Trustee is also our Link Equality Governor.
- Take positive action that supports ethnic minority career progression

- Targeted Student Recruitment and Outreach support in areas/communities with higher levels of diversity
- Our due diligence processes will check any organisations and individuals that Treloar's works with, to ensure there no evidence of the promotion of racist messages or affiliation with any other organisations who are considered as having racist views