



...is core to our values



CYDRADDOLDEB
EQUALITY



YMDIRIEDAETH
TRUST



TEGWCH
FAIRNESS



GONESTRWYDD
HONESTY



UCHELGAIS
AMBITION

FFURFLEN MANYLION / INFORMATION SHEET

Document Title:	Anti-Racism Policy
Document Type:	Policy
Document Owner:	Director of Bilingual Development, Learning Resources and Skills
Responsible Executive Director:	Executive Director, Academic Services
Purpose:	Challenging racism in the workplace will ensure ethnic minority individuals have equal access to learning and career opportunities. This policy helps address deep-rooted discrimination, and reduce incidents of bullying, harassment and other unfair treatment, including stereotyping. It will improve the well-being of ethnic minority staff and learners and contribute to the growth and future strength of the organisation. It will place the Grŵp under a proactive duty to identify and publicise opportunities to promote equality. No workplace where racism is allowed to flourish can ever be effectively organised. That's why anti-racist work must be part of all Grŵp activity.
Review Cycle:	Bi-annually

Links to Strategic Plan (please delete those that do not apply):	
Our place in the Community / Learner opportunity and success	
Link to Risk Register (please delete those that do not apply):	
STR0002 Lack of effective safeguarding and prevent management. STR0007 Non-compliance with health and safety (H & S) regulations and wellbeing strategies STR0009 Lacking positive relationships with key stakeholders and the community STR0017 Lack of diversity and inclusion impacts negatively on learners, employees and stakeholders perception of GLLM	
Link to our Values (please delete those that do not apply):	Equality

Approval Checklist – delete if not applicable (to be instigated by Owner):	Date:
● Initial Impact Assessments	March 2025
● First draft uploaded to Grŵp Portal for initial consultation with staff (via RL)	07/04/25
● First draft sent to JCC for initial 2 week consultation (via RL)	07/04/25

● Impact Assessments completed	
● Final draft presented to TS	19/05/25
● Final draft presented to JCC (if applicable)	21/05/25
● Final draft presented to SHE (if applicable)	n/a
● Union Approval at JCC	21/05/25
● Policy presented to CSSC Committee	03/06/25
● Policy presented to Board	26/06/25
● Policy translated and uploaded to Grŵp Portal	13/08/25

1. INTRODUCTION

1.1. Grŵp Llandrillo Menai is fully committed to being an anti-racist institution where people of all ethnicities can study, work, and thrive. The Grŵp is a champion of equality of opportunities and rejects all forms of racism. We are proud of the work we are doing to understand and address the historically ingrained inequality that exists within the sector. We place anti-racism at the heart of our strategic and operational functions.

2. POLICY STATEMENT

2.1. In addition to meeting our statutory requirements, under the Equality Act 2010, we will further demonstrate our commitment and reinforce our intentions to root out and tackle all instances of racism and unjust discrimination. It is our intention to establish a culture in which all staff, learners, visitors, and stakeholders are treated fairly.

2.2. The entire College community (staff, learners and stakeholders) is responsible for applying Anti-racist principles to their policies, practice, and behaviours. We recognise our responsibility to provide guidance and training on race related issues to both learners and staff. We recognise the importance and sensitivity of the subject and will work closely with the Equality and Inclusion Team and external experts who can provide practical assistance based on their lived experience to ensure this body of work maintains momentum.

2.3. The Grŵp recognises race as defined by the Equality Act 2010 as a group of people identified by their race, colour, and nationality (including citizenship) ethnic or national origins. We recognise everyday racism can take the form of micro inequities/aggressions and incivilities. We are aware of the complicated and interconnected nature of issues that affect people's work and life experiences. We therefore will not look at anti-racism through entirely separate lenses. Instead, we will be mindful of the potential intersection of overlapping identities.

2.4. The Grŵp welcomes our public sector equality duty to have due regard for the need to:

- Eliminate unlawful discrimination, harassment, and victimisation
- Advance equality of opportunity
- Foster good relations.

2.5. The Grŵp will take steps to encourage staff, learners, and visitors to:

- Behave in line with our values and always treat others with respect, promoting an environment free of all kinds of racism, microaggressions and harassment
- Actively discourage discriminatory behaviours and or practices
- Participate in training and education opportunities that would enable them to adopt best practice.
- Take a zero-tolerance approach to racism and address overt and covert discrimination, inadvertent discrimination (such as unconscious bias) and systemic race inequality (for example, socio-economic factors).

2.6. The Grŵp is committed to taking action to change unfair and discriminatory practices wherever they occur. The Grŵp will:

- Commit to continual action through visible leadership and a willingness to transform.
- Publicise and raise awareness of our anti-racism policy, equality and diversity policy and related policies amongst staff and learners, stakeholders, and visitors.
- Use qualitative and quantitative data to better understand the lived experiences of learners and staff.
- Critically evaluate our people management approach from end to end. Operate a fair and transparent procedure for the recruitment of staff and students.

- Provide fair and accessible opportunities for training and promotion for all staff and learners.
- Ensure fair and transparent procedures for learners' assessment, development and attainment of awards.
- Encourage the use of inclusive language and avoid the use of words or expressions which are discriminatory or exclusive in all Grŵp publications and communication.
- Encourage the use of more inclusive terms such as Global Majority in place of BAME which treat different racial groups as one homogenous group.
- Creating safe spaces to talk, share experiences and learn from each other's lived experiences ensuring that communication is open and respectful.
- Ensure any new or updated policies and or procedures are scrutinised for any adverse impact they might have on equalities and take any necessary action to alleviate this.
- Ensure the culture of the Grŵp is at all times inclusive and reflects its values and behaviours (Respect, Equality, Trust, Fairness, Honesty & Ambition).
- Work to develop an anti-racist curriculum to help tackle bias, misrepresentation and inequalities and to provide opportunities for staff and learners to enhance their knowledge and share their experiences.

3. DEFINITIONS

3.1. Anti-racism

The process of actively identifying and opposing racism and promoting racial equity.

3.2. Racism

Prejudice, discrimination, or hostility by an individual, community, or institution against a person or people on the basis of their membership of a particular racial or ethnic group, typically one that is a minority or marginalised.

3.3. Intersectionality

The interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

3.4. Global majority

Collective term used by those who believe themselves as belonging to the majority on planet earth. It refers to people who are Black, African, Asian, Brown, dual-heritage, indigenous to the global south, and or, have been racialised as 'ethnic minorities'.

4. LEGAL COMPLIANCE

4.1. Equality Act 2010

Grŵp Llandrillo Menai acknowledges that racial inequalities arise from a variety of reasons, within and outside of the organisations and seek to identify and address negative treatment and its impact when looking at the ethnic profile of the organisation.

The Equality Act 2010 identifies unlawful conduct as:

- Direct discrimination and less favourable treatment, born from overt discrimination, bias, prejudice and assumptions.
- Indirect discrimination, which is perhaps more covert; where an organisations' practices, standards and requirements create disadvantage without legitimate reason or where alternative criteria or practices could be adopted which have less adverse racial impact.
- Harassment where there is a hostile and unwelcome work environment and unwanted conduct based on race, or even racially offensive language or conduct.

- Victimization which provides protection against retaliation for those who speak up and raise concerns

5. MONITORING AND REVIEW

- 5.1. This policy will be monitored on an ongoing basis and will be formally reviewed every 2 years or sooner if required.
- 5.2. The implementation of the Anti-Racism Policy will be monitored by the Grŵp's Equality and Diversity Panel. This Panel is chaired by a member of Tîm Polisi (Executive Team) and consists of a cross-section of staff and learner representatives. The Panel will meet on a termly basis, or more frequently as necessary.
- 5.3. The Equality and Diversity Panel will oversee the implementation of the Anti-Racism Action Plan and will make recommendations for any actions required by the organisation to improve its practices in relation to anti-racism.

6. OTHER RELEVANT POLICIES/ GUIDANCE DOCUMENTS

This Policy should be read alongside:

- Equality and Diversity Policy
- Learner Anti-Bullying Guidance
- Staff Code of Conduct
- Learner Conduct and Positive Behaviour Policy
- Grievance Policy
- Disciplinary Policy
- Complaints Procedure
- Safeguarding Policy

7. REPORTING

- 7.1. The Director Bilingual Development, Learning Resources And Skills, and the Bilingual Development and Equality Manager are responsible for reviewing the policy. All learners, staff and Grŵp Board members have a responsibility to act in accordance with this policy.
- 7.2. Grŵp Llandrillo Menai 'Speak Up' form offers staff, learners and visitors a means of reporting concerns. 'Speak Up' should be used by the Grŵp's staff, learners, and visitors to submit a disclosure about an incident(s) of harassment, discrimination, violence or abuse pertaining to any of the 9 Protected Characteristics detailed in the Equality Act 2010.
- 7.3. Learner disciplinary sanctions related to racism are reviewed regularly and reported to Tîm Strategol on a monthly basis alongside Speak Up reports as well as direct reports of discrimination to the Equality team. This data is used to support us to develop an understanding of the experiences of racism faced by our staff and learners and to inform proactive measures for improvement and ensure a more equitable and inclusive environment.

The form can be found here: <https://forms.gle/YY2mUPGzXocJhpNg9>

Should you have any questions, please contact the Director Bilingual Development, Learning Resources and Skills, angharadroberts@gllm.ac.uk or refer to the Equality and diversity Policy.

8. SCOPE OF THE POLICY

- 8.1. This policy relates to:

- Job applicants and potential applicants
- Current and former employees
- Current and former learners
- Prospective learners i.e. anyone who has applied to study at the Grŵp
- Contract workers/suppliers
- Agency workers
- Trainee workers and students on work experience or placements
- Volunteers
- Governors
- Visitors

Equality Impact Assessment

Assessment completed by:	Angharad Roberts / Siân Pritchard	Dated:	25.03.2025
Assessment approved by:		Dated:	

Consideration	Response	Special requirements / controls
Which protected groups might be disadvantaged by the policy/process?	<p>Grŵp Llandrillo Menai recognises that racism and racial injustices intersect with other forms of oppression and disadvantage, such as sexism, misogyny, homophobia, transphobia, biphobia, ableism and also on the grounds of religion and belief.</p> <p>This policy should ensure that the Grŵp can develop further as an equitable and fair organisation.</p>	
Which protected groups might benefit from the policy/process?	<p>The Grŵp Llandrillo Menai Anti-Racism Policy reaffirms the Grŵp's commitment to the comprehensive work programme on anti-racism, as set out in the Anti-Racism Action Plan.</p> <p>Grŵp Llandrillo Menai strongly believes that the full implementation, development and monitoring of this policy will deliver tangible benefits for the working life and life chances of its Black, Asian, Ethnic Minority and Global Majority staff and learners, as well as increase their participation and engagement in learning and working with us.</p>	
Does the policy advance equality and foster good relations?	<p>This policy advances equality and fosters good relations by establishing clear guidelines against discriminatory practices, ensuring fair treatment and equal opportunity for all, regardless of race. By promoting inclusive environments and encouraging open dialogue, this policy cultivates mutual respect and understanding between diverse groups. It goes beyond individual actions, addressing the root causes of racism embedded within institutional structures. Through proactive measures such as</p>	

	training, awareness campaigns, and equitable resource allocation, this policy empowers marginalised communities, fostering a sense of belonging and building a society where everyone can thrive.	
Could any part of the process discriminate unlawfully?	No	
Are there any other policies that need to change to support the effectiveness of this one?	No	
Conclusion	Continue the policy	

SIGNED:	Angharad Roberts	Dated:	25.03.2025
----------------	------------------	---------------	------------

Welsh Language Impact Assessment

Assessment completed by:	Angharad Roberts / Siân Pritchard	Dated:	25/03/2025
Assessment approved by:		Dated:	

Consideration	Response	Special requirements / controls
What positive effects will the implementation of the policy or procedure have on the use of Welsh language?	<p>The Anti- Racism policy recognises and reaffirms the Grŵp's commitment to ensuring a fair and equitable learning and working environment for all. The policy refers to race, ethnicity, nationality and citizenship in which Wales and the Welsh language is included. Additional policies and procedures relating to the Welsh language ensure that staff, learners and stakeholders are aware of their rights to use the Welsh language in communication with the Grŵp.</p> <p>This policy recognises the importance of addressing all forms of discrimination, including those based on race and language. It upholds the rights of all individuals to express their cultural and linguistic identity, including the right to speak Welsh.</p>	
What negative effects will the implementation of the policy or procedure have on the use of Welsh language?	An anti-racism policy, designed to address racial inequality, does not inherently negatively impact Welsh speakers; its focus is on combating discrimination based on race, not language or national origin. In fact, such a policy can create a more inclusive environment for all, including Welsh speakers, by fostering respect for diverse identities and promoting equality.	
Are there sufficient Welsh-speaking staff available to implement the policy or procedure?	Yes	
If not, what steps will be taken to ensure that sufficient staff are available, and by when?	The Grŵp has two simultaneous translators within the translation team who can offer their services in any context within the college.	
Does the policy or procedure comply with Grŵp Llandrillo Menai's Welsh Language Schemes/Language Strategy?	Yes	
Conclusion	Continue the policy	

SIGNED:	Angharad Roberts	Dated:	25.03.2025
----------------	------------------	---------------	------------

Sustainability Impact Assessment

Assessment completed by:	Lisa Fowlie	Dated:	24/03/2025
Assessment approved by:		Dated:	

Consideration	Response	Special requirements / controls
How will this policy impact upon the Grŵp's sustainability strategy?	This policy will not have an impact on the Grŵp Sustainability and Environmental Policy.	
Conclusion	Continue the Policy and process.	

SIGNED:	Lisa Fowlie	Dated:	24/03/2025
----------------	-------------	---------------	------------