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promoting employment diversity  
in higher education

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## Exemplar Race Equality Policies and Action Plans

This update provides a list of those HEIs in England which, in the recent HEFCE-sponsored review of Race Equality Policies and Action Plans, were judged by the external consultant to be 'exemplars of good practice at this stage in the implementation process'.

The HEIs listed have been asked to post their policies and action plans in an easily accessible part of their website so that models of good practice from across the sector are available to all.

Questions and requests for further advice should be directed to the ECU, not to the HEIs listed.

There were five summative categories in the recent HEFCE-sponsored review of Race Equality Policies and Action Plans, and in each there was a good cross-section of institutional types. The distribution was as follows:

Exemplars of good practice at this stage in the implementation process	34
Good/Good with certain areas needing attention	31
Developing appropriately but with significant areas needing attention	20
Developing appropriately but with major work remaining to be done	17
Not yet aligned with the requirements RRAA; the approach needs urgent revision	28

It should be emphasised that this was an evaluation of the written policies and action plans only, not an assessment of practice within HEIs. It thus focused on the *prima facie* evidence for meeting the requirements of the Race Relations (Amendment) Act, the first test that would be applied by the Commission for Racial Equality as the enforcement agency. In this respect, it was an evaluation of how explicitly and systematically each HEI had publicly established the standard to which it is working, and against which it will assess itself and be assessed by others in the annual cycle of monitoring, impact assessment, review and

development. Implementation remains the real test.

HEIs in the last two categories are being asked to submit revised policies and action plans by 31 May 2003 for re-evaluation. In the meantime, targeted developmental support is freely available on request from the ECU.

For English HEIs, HEFCE will carry out a selective review of policies and action plans at the end of May 2004 in order to assure themselves that that institutions are continuing to make progress on implementing their policies and action plans.

All HEIs are reminded that there are requirements under the Act for public reporting of monitoring, impact assessment and review on at least an annual basis. In England and Wales the first anniversary of the deadline for publishing policies and plans for implementation is 31 May 2003; in Scotland it is 30 November 2003.

An initial review of policies and action plans for HEIs in Wales will be undertaken in April 2003. Further information will be provided by HEFCW.

Arrangements are also in hand for a similar review in Scotland, but working to Scotland's different timetable. Further information will be provided by SHEFC.

### **A note on exemplar policies and implementation (action) plans**

The categorisation of a policy and action plan as being 'exemplary' is based on a balanced judgement that takes account of institutional circumstances and the many elements of the policy and action plan which, even in this category, may not all be equally strong. HEIs in this category are continuing to work on their policies and action plans in the light of recommendations made by the consultant and the further ideas that they are developing for themselves.

The HEIs listed below are not able to respond to questions from the sector or to provide developmental support or advice. They have simply agreed to make their policies and plans available as examples of successful approaches at this stage in the process.

Questions and requests for further advice should be directed to the ECU, not to the HEIs listed.

The following are the HEFCE-funded HEIs that were judged by the external consultant to be 'exemplars of good practice at this stage in the implementation process':

Aston University

Birkbeck College

Bolton Institute of Higher Education

Bournemouth University

Brunel University  
Buckinghamshire Chilterns University College  
City University  
College of St Mark & St John  
Goldsmiths College  
Institute of Cancer Research  
Keele University  
King's College London  
Lancaster University  
Liverpool John Moores University  
London Business School  
Manchester Metropolitan University  
Norwich School of Art & Design  
Nottingham Trent University  
Sheffield Hallam University  
St Martin's College  
The Open University  
University of Cambridge  
University College London  
University of Birmingham  
University of Durham  
University of East London  
University of Hertfordshire  
University of Huddersfield  
University of Lincoln  
University of Northumbria at Newcastle  
University of Oxford  
University of Plymouth  
University of Surrey  
York St John College