

## Race Equality in the Workplace<sup>\*</sup>

*Race equality is hugely important as our workplaces are becoming increasingly multi-ethnic. With economic growth going hand in hand with inclusion, UK employers need to ensure equal access to the labour market is central to this.*

### Legislation

The *Race Relations Act 1976 and Amended 2000* makes it unlawful to discriminate against a person, directly or indirectly on racial grounds in all functions (including employment). Please note the full Acts can be accessed from this document.

### Business improvement

A huge number of employers in the public, private, and voluntary sectors have been at the forefront of ensuring racial equality is at the heart of their organisations. Working alongside leading advocates - most notably the new Equality and Human Rights Commission - the organisations below have produced forward thinking campaigns and good practice materials.

#### **Commission for Racial Equality - *Racial Equality and the Smaller Business***

It is estimated that by 2010 there will be approximately 4.5 million smaller businesses employing well over half the UK workforce. This guide aims to help smaller businesses ensure equality and avoid unlawful discrimination. Recognising the heavy demands on time and resources, the guide provides good practice relevant for even the very smallest of organisations.

Available at the following link:

<http://www.equalityhumanrights.com/en/publicationsandresources/Pages/RacialEqualityandSmallBusiness.aspx>

#### **Business in the Community - Race for Opportunity**

Formed in the mid-1990s, Business in the Community's Race for Opportunity is focused on highlighting the business benefits for race and diversity. Incorporating a growing network of both public and private organisations – many of whom are Investors in People accreditation – the group has been at the forefront of race diversity on the business agenda and developing appropriate HR practices. Highlighting the need for top management support, the group advocate that an effective approach can enhance the bottom line, help an organisation to become an employer of choice, and improve corporate reputation.

Available at the following link:

[http://www.bitc.org.uk/take\\_action/in\\_the\\_workplace/diversity/race/index.html](http://www.bitc.org.uk/take_action/in_the_workplace/diversity/race/index.html)

#### **Investors in People - *Equality and Diversity Handbook***

Designed to benefit all organisations, regardless of size or sector, this *Handbook* introduces the ideas behind equality, diversity and inclusion. It examines how implementing those ideas can deliver tangible benefits to an organisation.

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<sup>\*</sup> As with other areas of equality, there is a huge amount of information about this important issue and this page cannot reflect all issues related to the subject matter. However, we hope our focus on the key legislation, leading campaigners, business improvement and good practice tips regarding racial equality in the workplace are helpful.

Equally relevant to organisations working towards The Standard and beyond, this book is also a valuable guide for organisations simply wishing to develop Equality and Diversity techniques. This booklet published in 2007 is available for purchase via the [Online Shop](#).

## Useful links and further reading

### Legislation

- **Race Relations Act 1976**  
(<http://www.statutelaw.gov.uk/legResults.aspx?LegType=All%20Primary&PageNumber=1&BrowseLetter=R&NavFrom=1&activeTextDocId=2059995>)
- **Race Relations Amendment Act 2000**  
(<http://www.statutelaw.gov.uk/legResults.aspx?LegType=All%20Primary&PageNumber=1&BrowseLetter=R&NavFrom=1&activeTextDocId=1470603>)

### Key documents

- **Statutory Code of Practice for Racial Equality in Employment**  
([http://www.homeoffice.gov.uk/documents/ria\\_code\\_racial\\_equality\\_em1.pdf?view=Binary](http://www.homeoffice.gov.uk/documents/ria_code_racial_equality_em1.pdf?view=Binary))

### Useful links

- **Equality and Human Rights Commission** (<http://www.equalityhumanrights.com>)
- **CIPD** (<http://www.cipd.co.uk/subjects/dvsequl/racedisc>)
- **LDA - Diversity Works for London** (<http://www.diversityworksforlondon.com>)