

Racial Discrimination

The 1976 Race Relations Act makes it unlawful for an employer to discriminate against you on racial grounds. Race including; colour, nationality and ethnic or national origins.

The laws against racial discrimination at work cover every part of employment. This includes recruitment, terms and conditions, pay and benefits, status, training, promotion and transfer opportunities, right through to redundancy and dismissal.

The law allows a job to be restricted to people of a particular racial or ethnic group where there is a 'genuine occupational requirement'. An example is where a black actor is needed for a film or television programme.

There are four main kinds of discrimination:

Direct discrimination - deliberate discrimination (e.g. where a particular job is only open to people of a specific racial group)

Indirect discrimination - working practices, provisions or criteria that disadvantage members of any group (like introducing a dress code without good reason, which might discriminate against some ethnic groups)

Harassment - participating in, allowing or encouraging behaviour that offends someone or creates

Victimisation - treating someone less favourably because they've complained or been involved in a complaint about racial discrimination (e.g. taking disciplinary action against someone for complaining about discrimination against themselves or another person).

Employers who don't stop discrimination, harassment or bullying by their employees may be breaking the law.