



## Protected Characteristic - Race

### RACE

#### What is Race Discrimination

Race discrimination refers to treating someone unfairly or differently because of their race, ethnicity, or national origin. This can include discrimination against people of different racial or ethnic backgrounds, including Black, Asian, minority ethnic (BAME) groups, and people of mixed heritage.

Race discrimination can take many forms, such as denying someone employment or promotion opportunities because of their race, making racist comments or jokes, or treating them less favourably than others because of their race or ethnicity.

Race discrimination can have serious consequences for individuals, including limited job opportunities, reduced income, and reduced access to goods and services.

Race discrimination is prohibited under the Equality Act 2010 in the United Kingdom, which means that it is illegal to discriminate against someone on the basis of their race or ethnicity in employment, education, housing, or access to services. Employers and service providers are also required to ensure that their policies and practices are inclusive and non-discriminatory, and to take steps to prevent racism and discrimination in the workplace and wider society.

#### What the Equality Act says about Race Discrimination

The Equality Act 2010 says you must not be discriminated against because of your race.

In the Equality Act, race can mean your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality. For example, you may have Chinese national origins and be living in Britain with a British passport.

If you have experienced discrimination, contact EQUIP for free, impartial advice and support:

#### **Phone Number**

0330 135 6606

#### **E-mail Address**

[advice@equipequality.org.uk](mailto:advice@equipequality.org.uk)

#### **Website**

[www.equipequality.org.uk](http://www.equipequality.org.uk)





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Race also covers ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race.

A racial group can be made up of two or more distinct racial groups, for example black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers.

You may be discriminated against because of one or more aspects of your race, for example people born in Britain to Jamaican parents could be discriminated against because they are British citizens, or because of their Jamaican national origins.

### **Circumstances when being treated differently due to race is lawful**

A difference in treatment may be lawful in employment situations if:

- belonging to a particular race is essential for the job. This is called an occupational requirement. For example, an organisation wants to recruit a support worker for a domestic violence advice service for South Asian women. The organisation can say that it only wants to employ someone with South Asian origins.
- an organisation is taking positive action to encourage or develop people in a racial group that is under-represented or disadvantaged in a role or activity. For example, a broadcaster gets hardly any applicants for its graduate recruitment programme from Black Caribbean candidates. It sets up a work experience and mentoring programme for Black Caribbean students to encourage them into the industry.

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