



Racism in the workplace

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FACTSHEET – Racism in the workplace.

TACKLING RACISM at WORK

Racism has no place in our society and companies must recognise their responsibilities in the change required to remove any prejudice. We all need to build diverse and supportive cultures of respect and fairness for all.

Racism at Work

Employers need to maintain a zero-tolerance approach to workplace discrimination as it is the right thing to do.

Everyone must have equal access to work and opportunities to reach their full potential, regardless of any aspect of their identity, background, or circumstance. We must remove all barriers to access and in-work progression.

Steps to Prevent Racism Within your Organisation

1. **Connect** with employees by creating time to talk, safe areas, and systems. Encourage shared experiences and learning from each other: Ensure your plan is informed by employee opinions and provide specialist support where necessary.
2. **Communicate** the organisation's vision and values. Set clear expectations of what the organisation requires from their employees to maintain zero-tolerance to racism. Ensure this message is consistent across the organisation to managers, staff, clients, customers and any other third party working with the organisation.
3. **Co-ordinate** a systemic approach for practical action by working across the organisation. Review and update where necessary all operational policies, processes, ways of working and people management policies.
4. **Commit** to sustain the effort through visible leadership and a willingness to change. Commitment needs a long-term plan with everyone from the top accepting their responsibilities and promoting an inclusive workplace.
5. **Critically** appraise your people management approach from end to end and review your strategy to ensure it is still fit for purpose.



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Legislation

The Equality Act 2010 covers racism; race discrimination is **illegal** in the UK.

Ensuring that you are meeting your obligations under the Equality Act 2010 and by providing a safe working environment for your organisation and staff provides protection for you and your organisation. If you need support, advice, information, or an Equality and Diversity policy or training, **We Can help!**

You can get support and advice over managing Racism and Equality/Diversity by calling us on 07375 097443 or e-mailing enquiries@lbjconsultants.co.uk