

Race

It is **illegal** for employers to discriminate because of race. Race includes colour, nationality and ethnic or national origins. It is direct race discrimination to treat someone **less favourably than someone else** would be treated in the same circumstances, because of race. Other forms of race discrimination include **indirect, by perception, by association, harassment and victimisation.**



Race Facts



3.6% is the unemployment rate for people from a white background compared to **6.3%** for people from Black, Asian and Minority Ethnic (BAME) backgrounds



Over **90,000** 16-24 year olds from black, Asian and minority ethnic communities are unemployed

Black and ethnic minority candidates send **16 job applications** before receiving a positive response, white applicants only need to send **9**



Unemployment levels for BME graduates are **two and a half times higher** than for white graduates. Bangladeshi & Pakistani graduates are **12% less** likely to be unemployed than white graduates

8.1 million

individuals belong to an ethnic minority in the UK



Directors of colour represent only about **8%** of the FTSE100 director population

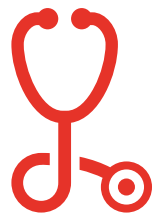
Race in the workplace

Half of employees have come across racism in the workplace



One quarter of BAME people have observed racism in shops or the provision of other services, while one in ten have experienced or seen racism in banking services

White doctors are **3X** more likely to be picked for senior hospital jobs than doctors from ethnic minorities



International Day for the Elimination of Racial Discrimination 2020



World Day for Cultural Diversity Dialogue & Development



Gypsy, Roma & Travellers History Month



Black History Month