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, while white applicants only need to send 9.
- Directors of colour represent only about 8% of the FTSE100 director population.
- 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.

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.

Employers Network for Equality & Inclusion

For more information on how to prevent discrimination www.enei.org.uk enei.org.uk