

Race Council Cymru | Zero Tolerance Policy to Racism in Wales

Introduction

Race Council Cymru (RCC) exists to promote race equality, integration, and justice in Wales.

As an overarching umbrella body established by ethnic minority grassroots communities in Wales to bring key organisations to work together to combat racial prejudice, racial discrimination, harassment, and victimisation; we must stand in solidarity to stamp out racism, and we ask you, as an organisation or as an individual, to sign a pledge of Zero Tolerance to Racism in Wales.

We must come together to wholly condemn racism in all its forms across Wales, holding ourselves and each other accountable. To take a stand against racism in all forms and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included. Our target audience is organisations and individuals in Wales who are committed to Zero Tolerance towards Racism. In the wake of the Black Lives Matter movement, many people will want to do something but are unsure of the right approach or cautious of making empty statements.

Definitions

Race Council Cymru acknowledges that there are many definitions of inequality; however, for the purposes of this policy, RCC adopts the four definitions given in employment legislation. These are:

- **Direct Discrimination** – This occurs when a person is treated less favourably than another (in the same circumstances) on the grounds of race, gender, material status, sexual orientation, disability (physical and mental), class, age or religion.
- **Indirect Discrimination** – This occurs when a condition, requirement or practice is applied which affects one group considerably more than another and which cannot be justified.
- **Harassment** – This occurs when person A subjects person B to unwanted conduct on the grounds of race or ethnic or national origin that has the purpose or effect of, violating B's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for person B.
- **Victimisation** – This occurs where an individual is treated less favourably as a result of making a complaint of discrimination under this policy.

Your Organisation's Statement of Intent

Our organisation welcomes the breadth and diversity of tradition, belief and culture of the community. It seeks to create, maintain and promote a community in which each person is treated fairly and equally irrespective of race. Our organisation confirms its commitment to a policy of equal opportunities in employment and service delivery. Individuals will be selected and treated on the basis of their relevant merits and abilities and will be given fair and equal opportunities within the organisation. Equally we confirm our commitment to treating all staff, clients, customers and service users in accordance with this policy. Our organisation commits to adhere to the Equality Act 2010 and provide fair and equitable services to people from all race and other protected characteristic backgrounds.

The aim of the policy is to ensure that no job applicant or user/ visitor/ guest receives less favourable treatment on any grounds which are not relevant to good employment practice. We are committed to a programme of action to make this policy fully effective.

Your Policy Statement

Our organisation commits to promoting a zero tolerance to racism throughout the organisation, this means that:

- **We will** take a stand against racism and promote a more inclusive and equal society for all.
- **We will not** tolerate racial prejudice, discrimination, harassment, victimisation, abuse, or violence against any individual.
- **We will** stand in solidarity, come together, and say no to racism, in all its forms.
- **We will** promote good race relations between people from diverse ethnic backgrounds in our organisation.
- **We will** promote equal and fair opportunities for people from diverse ethnic backgrounds to attain promotion.
- **We will** eliminate unlawful race discrimination, harassment, victimisation and abuse.

Your Responsibility

All persons at all levels have certain responsibilities. Good relations and practice and the achievement of an inclusive community depend on all members of our organisation treating their fellow members/ users/ visitors with respect and dignity. Therefore, all persons are expected to:

1. Co-operate with measures to advance equality and diversity and to eliminate unlawful discrimination.
2. Treat all members of staff in a fair and non-discriminatory manner, respecting differences.
3. Not discriminating where such members might have power over others.
4. Not inciting or attempt to induce others to behave in discriminatory ways.
5. Not victimising or attempt to victimise anyone who has made complaints of discrimination, harassment, victimisation or abuse or who has provided information on discrimination.
6. Eliminate harassment abuse or intimidation of others on the grounds of race or ethnicity, for example in attempts to discourage them from applying for vacancies or volunteering opportunities within the organisation.
7. Inform an appropriate person if a form of discrimination, harassment or victimisation is taking place.
8. Take appropriate action where they are informed that an act or acts of discrimination, harassment or victimisation have occurred.

Monitoring

It is our organisation's policy to monitor equality and diversity across all aspects of its activity. This includes:

- The admission and recruitment of staff, volunteers, members, users and visitors.
- The number and nature of complaints, grievances and disciplinary actions.
- The resignations and withdrawal rates of staff, clients, customers and/ or service users.

Monitoring in this way will reveal whether particular groups experience disadvantage and whether they receive fair and equitable treatment in relation to either their employment or their use of our organisation.

Where unfair practices are discovered through the monitoring process, necessary action will be taken to remedy the disadvantage.