



1.0 PURPOSE

This policy is an integral part of the companies mission and key values. The company will support this policy through guidance, support and training for all employees.

1.1 Key Principles

- 1.1.1 The company believes that discrimination on grounds of race, culture, religion or belief is unacceptable.
- 1.1.2 The company celebrates diversity throughout the community.
- 1.1.3 The company believes that race equality and good relations between different racial groups are essential to the company's environment.
- 1.1.4 The company will ensure that all employees and clients are aware of their rights and responsibilities with respect to legislation and this policy.
- 1.1.5 The company will consult with all areas of the community and from locally represented racial groups in order to implement and review this policy.

2.0 SCOPE

2.1 The Race Relations (Amendment) Act 2000 has placed a general duty on companies to promote race equality and in particular to:

- 2.1.2 Eliminate unlawful racial discrimination
- 2.1.2 Promote equality of opportunity
- 2.1.3 Promote good relations between people of different racial groups

2.2 The Act has placed further specific duties on companies to publish a Race Equality Scheme and an Action Plan for its implementation.

2.3 Discriminatory behaviour may be direct or indirect and includes harassment or bullying, segregation, isolation, exclusion or inappropriate expectations.

2.4 The company operates within the wider framework determined by other relevant legislation which relate religion or belief discrimination to ethnicity, including; race relation including The Race Relation Act 1976.

3.0 REQUIREMENTS

Every employee of the company is responsible for ensuring that their own behaviour is consistent with this policy and for conforming or reporting discrimination whether intentional or unintentional, whenever it occurs irrespective of whether a complaint is made. Every employee is also responsible for encouraging race relations between people of different racial groups.

4.0 RELATED DOCUMENTS

Equal Opportunity Recruitment Monitoring form CCF-049

5.0 METHOD

5.1 The home care management team will : -

- 5.1.1 Encourage that all staff be trained to implement the company policy and action plan in relation to race equality;
- 5.1.2 Ensure that good practice is observed in relation to support and guidance, staff recruitment, training and career development;
- 5.1.3 Set targets for the selection and recruitment of staff and the recruitment, retention and achievement of staff in consistent with the ethnic profile of the area.

5.2 Management team in consultation with representatives from different racial groups within the wider community will : -

- 5.2.1 Monitor the effective implementation of this policy;
- 5.2.2 Annual review and update policy and action plan;
- 5.2.3 Monitor and publicise progress against actions outlined in Constance Care Race Equality Scheme.
- 5.2.4 Monitor and publicise the achievement of targets.

6.0 RECORDS

All CCF-049 will be archived in the Home Carer's file which is kept in a locked filing cabinet in accordance with Data Protection