

## **Somerset's Councils Anti-Racism Statement and Actions**

Somerset's Councils are committed to the goal of freedom from racial discrimination, harassment and vilification in its commissioning activities, recruitment practices and as an employer, and to ensuring that individuals and groups are not disadvantaged because of their race (including colour, nationality, ethnicity or ethno-religious or national origin).

Somerset's Councils are required to ensure the absence of racial discrimination under the Equality Act 2010 and other associated legislation. Racial Discrimination, harassment or vilification of customers, staff or members of the general public will not be tolerated on Somerset's Councils premises or where we are delivering services at any time. Somerset's Councils have a responsibility to ensure that employees, including those working in other settings, are made aware of what constitutes acceptable standards of behaviour. It also has a responsibility to deal with complaints sensitively and quickly, and to inform staff and of their options for seeking redress.

Racial discrimination is often compounded by other forms of discrimination, for example, based on sex or disability and this Statement acknowledges the importance of taking other forms of discrimination into account in programs aimed at eliminating racial discrimination, harassment and/or vilification in employment.

We define **Racial Discrimination** as behaviour which disadvantages people on the basis of their real (or assumed) race, colour, nationality, ethnicity or, ethno-religious or national origin.

We define **Racial Vilification** as a public act that encourages or incites others to hate, have serious contempt for, or severely ridicule a person, or group of people, because of race, colour, nationality, descent or ethnic or ethno-religious or national origin.

### **Monitoring and Feedback**

- Reviewed every year with the equalities staff network to maintain progress and identify further development.
- The Equality Impact Assessment process reviews the impact of what is being reviewed from a race perspective. This is with the aim of making sure opportunities are being taken, negative impacts are being identified and action is being taken on this.
- Each council will have a complaint process for staff and customers if people feel they have been discriminated against or treated unfavourably because of their race.
- All managers are responsible for implementation of this statement and making sure their staff are aware of it and how it impacts on their work.

Organisations signed up to this statement: