

MEARE PARISH COUNCIL

RACE RELATIONS POLICY

Race relations are the ways in which people of different races living together in the same community behave towards one another.

The Equality Act 2010 states you must not be discriminated against because of your race. Race can mean your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality.

There are four main types of race discrimination.

Direct discrimination This happens when someone treats you worse than another person in a similar situation because of your race.

Indirect discrimination This happens when an organisation has a particular policy or way of working that puts people of your racial group at a disadvantage.

Harassment occurs when someone makes you feel humiliated, offended or degraded.

Victimisation When you are treated badly because you have made a complaint of race related discrimination under the Equality Act. It can also occur if you are supporting someone who has made a complaint of race related discrimination

“Meare Parish Council acknowledges it’s continuing duty under the Race Relations (Amendment) Act 2000 and the revision through the Equality Act 2010 and resolves that in the provision of its services due regard must be given to:

- (i) **the elimination of unlawful discrimination;**
- (ii) **the promotion of opportunity; and**
- (iii) **the promotion of good race relations between people of different racial groups.**

Adopted by Meare Parish Council in March 2023