



Ridge Crest Cleaning Limited

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"Best value through partnership....."

Racial Equality & Discrimination, Valuing Diversity

Employees of all racial groups have a right to equal opportunity. RIDGE CREST CLEANING implements an effective programme of equal opportunity, and this is clearly communicated to all employees in their induction booklet upon joining RIDGE CREST CLEANING. This ensures that we not only comply with the act, but also as a company, make full use of the abilities of our entire workforce.

The Race Relations act 1976 makes it unlawful to discriminate against a person, directly or indirectly, in the field of employment. RIDGE CREST CLEANING monitors the effects of selection decisions and personnel practices and procedures in order to access whether equal opportunity is being achieved.

Direct discrimination consists of treating a person, on racial grounds, less favourably than others are or would be treated in the same or similar circumstances. Segregating a person from others on racial grounds constitutes less favourable treatment.

Indirect discrimination consists of applying in any circumstances covered by the Act a requirement or condition which, although applied equally to persons of all racial groups, can comply with it, and it cannot be shown to be justifiable on other than racial grounds.

- A rule about clothing or uniforms, which disproportionately disadvantages a racial group and cannot be justified.
- An employer who requires higher standards than are needed for safe and effective performance of the job.

The definition of indirect discrimination is complex, and it will not be spelled out in full in every relevant section of the code. Reference will be only to the terms indirect discrimination or discriminate indirectly.

Many of the code's provisions show a close link between equal opportunity and good employment practice. For example, selection criteria that are relevant to job requirements and carefully observed selection procedures, not only ensure that individuals are appointed according to their suitability for the job and without regard to racial group, they are also part of good employment practice. In the absence of consistent selection procedures and criteria, decisions are often too subjective, and racial discrimination can easily occur.

Opportunities for employees to develop their potential through encouragement, training and careful assessment are also part of good employment practice. Many employers from the racial minorities have potential which, perhaps because of previous discrimination and other causes of disadvantage, they have not been able to realise, and which is not reflected in their qualifications and experience. Where members of particular racial groups have been underrepresented over the previous twelve months in particular work, employers and specified training bodies are allowed under the act, to encourage them to take advantage of opportunities for training to enable them to attain the skills needed for it. Employers can provide such training for persons currently in their employ and in certain circumstances for others too, this can encourage employers to take advantage of the provisions and guidance from training bodies who support the Act.