**Race profile of the University**

In 2018/19, the majority of Warwick’s staff were white (5464 members of staff, accounting for 78.8% of all employees). The University employs 1149 BAME (Black, Asian, and Minority Ethnic) staff, which is equivalent to 16.6% of the total employee population.

This is the highest proportion of BAME employees the University has employed to date and is higher than the sector average of 9.4% (as reported in the Advance HE Equality in Higher Education: Staff Statistical Report 2018).

**Race discrimination in law**

The *Equality Act 2010* defines this discrimination as direct and indirect discrimination, harassment, and victimisation on the grounds of race. Race is one of the nine protected characteristics covered by the Equality Act.

Race discrimination includes on the basis of colour, nationality, and ethnic or national origins (including citizenship).

**Definitions:**

- Direct discrimination: When someone is treated less favourably because of a protected characteristic.
  - By association: because of a protected characteristic a family member, friend or colleague has.
  - By perception: because of a protected characteristic they are thought to have.
- Indirect discrimination: When a practice, policy, or rule is applied to everyone but has a worse effect on some.
- Harassment: Unwanted conduct related to a protected characteristic.
- Victimisation: When someone is treated less favourably due to an allegation they made, supported, or gave evidence to.

**Examples of race discrimination:**

- Allocating or refusing of jobs, opportunities, and tasks to colleagues on the basis of race.
- Inappropriate jokes/’banter’ on the basis of race.
- Policies which prevent staff from covering their hair (unless there is a legally justifiable reason).
- Use of racist language.
- Giving harsher feedback or unfair work appraisals to BAME staff.
- Asking BAME staff to defend cultural or religious practices, such as the wearing of hijab.
- Assuming that a BAME member of staff is not a British national based on their race.
- Questioning BAME staff members’ knowledge or ability on the basis of their race.
Is your workplace/environment and working ethics inclusive?

- Be aware of appropriate language. For example, asking “Where are you really from?” is not appropriate.
- Speak up when ‘office banter’ goes too far.
- Understand that all staff have different backgrounds and cultures – learn more about cultural awareness.
- Practicing confidentiality

What are your responsibilities?

- Challenge race discrimination.
- Lead by example.
- If you are a line manager, get to know what issues your staff are dealing with.
- Display ED&I posters and resources.
- Attend, and encourage others to attend, awareness events.
- Complete online training (Diversity in the Workplace and Unconscious Bias).

What resources are available for me, and for signposting?

- Equality, Diversity & Inclusion webpages.
- ED&I video clips.
- BAME Staff Network.
- Your HR Advisor.
- The Chaplaincy.
- Race Equality Foundation.
- Runnymede Trust.
- ROTA (Race on the Agenda).
- CORE (Coalition of Race Equality Organisations).
- Race Equality Charter at Warwick.

Anything else I should know about?

Dignity at Warwick

Staff can report bullying and harassment via an anonymous form or request to meet with a Dignity Contact to discuss options available. Familiarise yourself with the Dignity at Warwick Policy.

Definitions: Race and Ethnicity

The traditional definition of race and ethnicity is related to biological and sociological factors respectively:

- The term race refers to the concept of dividing people into populations or groups on the basis of various sets of physical characteristics (which usually result from genetic ancestry) e.g. skin colour.
- The term ethnicity refers to a population group whose members identify with each other on the basis of common nationality, language, religion, or shared cultural traditions.

Everyone deserves respect – learn more about Respect at Warwick at warwick.ac.uk/equalops/learnmore/respectatwarwick