

Racial Equality and the Smaller Business. A Practical Guide

REIA screening questions

Consider each of the questions in turn. They should help to identify whether the policy has implications for equality of opportunity. In each case, use your best judgment and, if you think there are equality implications, explain briefly why you think so.

- (a) What is the purpose of the proposed policy and who is it intended to affect?

The guide provides practical advice for small businesses on how to adopt effective and appropriate race equality practices in the workplace.

- (b) Is there any evidence, or other reason to believe, that different groups have different needs, experiences, issues and priorities in relation to this particular policy?

Yes No Maybe

There is no evidence or reason to believe that different groups have different needs, experiences and issues in relation to this guidance.

- (c) Is there any evidence, or other reason to believe that different groups could be affected differently by the proposed policy?

Yes No Maybe

The key principles covered in the guidance while aimed at smaller businesses are equally relevant to all businesses.

(d) Is there any evidence to suggest that any part of the proposed policy could discriminate unlawfully, directly or indirectly, against people from some racial groups?

Yes X No Maybe

The guidance covers race equality for all ethnic groups and there is no evidence or reason to believe it will adversely affect certain groups.

(e) Is there an opportunity to promote racial equality more effectively by altering this policy or considering working with others in the wider community?

Yes X No Maybe

This guide promotes race equality to SMEs who are businesses who are the hardest with which to engage. The guide is targeted specifically to meet their needs.

(f) Have previous policies, research, monitoring data, consultations etc, with relevant groups, organisations or individuals indicated that this particular policy may create problems, which are specific to them?

Yes X No

There is no evidence or reason to believe that this guide will create problems for any ethnic group.

(g) Additional evidence/information (which does not fall into the above categories)

The guide is complimented by the new statutory code of practice on racial equality in employment. This new code of practice will be monitored for its effect on race equality in employment.