



BEING AN EQUITABLE EMPLOYER

ACAS EQUALITY SERVICES

What is “Equal Opportunities Employment” about?



- the offering of employment, pay or promotion without discrimination
- It is also about taking positive action to help under-represented groups.

Why Practise Diversity?

- the **moral case** - socially just to treat all people fairly and equally
- the **legal case** - existing and impending legislation makes discrimination unlawful
- what about the **business case**?

Setting the scene



- Lowest unemployment level in 40 years
- Little or no movement for certain categories
- Over last eight years new employment related legislature implemented
- GB influence – Macpherson, Human Rights Bill, Public sector Duty to promote

Labour Market Facts



- In less than 7 years, only 20% of the UK workforce will be white, able-bodied men under 45
- 80% of the ethnic minority population is aged 16-35 with an annual disposable income of £32 billion
- 18% of the Working Population have a disability, which translates to 8.7 million in the UK, with an annual spending power of £50 billion
- 50% of working age in some urban areas will be ethnic minorities by 2010
- 8% of all new entrants into the labour force will be ethnic minorities by 2010
- 56% of refugees over 18 have a qualification
- By 2020 60% of the western population will be over 65

Business Case for Diversity



- Attracting the best people
- Workforce Reflects Customer Base
- Increased flexibility and creativity
- External Image
- Greater competitive edge
- Reduced recruitment costs
- Statistics indicate that the retention rate of Disabled people is 4 times higher than other jobseekers.
- No ceiling on amount awarded on discrimination cases

Equality Checklist



- Are you sure you are not breaking the law?
- Are you committed to fairness?
- Are you satisfied that you are recruiting the best person for the job?
- Have you made a written commitment to being a fair employer?
- Do your employees and customers know about this?
- Do all your employees treat each other with dignity and respect?

Being an Equitable Employer



- **Stage 1:** Putting together an Equal Opportunities Policy
- **Stage 2:** Taking action to make your policy work

Equality Process



- reviewing existing procedures for recruitment and selection
- providing training and guidance for managers and supervisory staff
- allocating responsibility for the implementation of the Policy to one or more individuals or to a department
- communicating the Policy to all employees, job applicants and contractors