

## Race Equality Policy

PIPS technology is committed to promoting equality of opportunity and good race relations and avoiding racial discrimination.

### Background

This policy implements requirements placed on PIPS under the provisions of the Race Relations (Amendment) Act 2000, and the general duty under section 71 (1) to promote race equality and in particular to:

- eliminate unlawful racial discrimination
- promote equality of opportunity: and
- promote good relations between people of different racial groups

This policy has been developed with regard to the guidance and code of practice issued by the Commission for Racial Equality.

### Commitment

To support these aims PIPS will ensure that in the conduct of all its activities, any necessary steps are taken to avoid the occurrence of racial discrimination whether direct or indirect, and to promote good relations between different racial groups.

Discriminatory behaviour, including harassment or bullying by individuals or groups, will be regarded as grounds for disciplinary action, which may include dismissal.

PIPS will work in partnership with the community and racial equality organisations and networks to develop a positive environment in which diversity and difference are valued.

### Monitoring and Auditing

PIPS have in place arrangements to monitor, by reference to different racial groups, the selection and recruitment of members of staff. The results of this monitoring process are collated and reviews for effectiveness of the equal opportunities policies. In the light of the monitoring process any steps that should be taken to improve the practice and procedures in relation to race equality and other equal opportunity matters will be made.

### Review

The Race Equality Policy will be reviewed annually to assess its effectiveness.

Signed:



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**Paul Negus**  
**Managing Director**

Date:

20/8/10.....