



Brunel Road, Leominster Enterprise Park, Leominster

Race Equality Policy

Introduction

The Company's policy statement on race equality explicates the general Equal Opportunities Policy www.arm.uk.com, spelling out the Company's commitment to fulfilling its duties under the Race Relations (Amendment) Act 2000 (RRAA).

The race equality action plan sets out in detail the ways in which the Company will fulfill its duties under the RRAA. The action plan:

- Defines the Company's core functions
- Sets up a consultation framework and timetable
- Provides a checklist for policy impact assessment and gives practical guidance on 'equality-proofing' all areas of work
- Sets out the framework for action plans in each functional area
- Provides advice on monitoring
- Sets out arrangements for review and publication
- Suggests means of communicating the policy and action plan
- Gives a commitment on the provision of training
- Sets out principles for positive action on race equality
- Sets out arrangements for dealing with racial harassment and reporting racial incidents
- Provides advice on procurement and race equality
- Proposes actions points to fulfil each of the above, including the establishment of a Working Group on Race Equality

Policy statement

The Equal Opportunities policy states that the Company is committed in its pursuit of customer service excellence the equality of opportunity and to a pro-active and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. This commitment is underpinned by the Company's core values, expressed in its mission statement:

freedom of thought and expression
freedom from discrimination.

The Company is therefore committed to promoting racial equality, seeking to eliminate racial discrimination and promoting good relations between people of different racial groups. In pursuit of these goals the Company will:

Assess the impact of policies on ethnic minority staff
Monitor the recruitment and progress of ethnic minority staff
Set out arrangements for publishing the results of impact assessments and monitoring

The Company will fulfil these duties in relation to: governance, leadership and management; access, participation; assessment and progress; provision and access to support services; staff recruitment, selection, training, career development and progression; behaviour and discipline; partnerships and community links and procurement. These are functions which directly affect staff at work. Fulfilling the duties in relation to these functions is addressed in the race equality action plan which follows.

The Company recognises that all areas of its activities are interconnected and interdependent. Thus all members of the Company and all staff share a collective responsibility for these functions, according to their individual roles and responsibilities, and all are expected to have due regard to the duties and goals set out above. The Board has a particular responsibility in relation to all these functions, on behalf of the Company. Those in leadership and other senior roles, have special responsibility for many of these functions. The means of meeting these responsibilities is addressed in the race equality action plan set out in Annex A.