



The Race at Work Charter

Welcome to Business in the Community's Race Equality Campaign

The Race at Work campaign was established by HRH the Prince of Wales in 1995 with the support of key business leaders who recognised the demographic shift in existing and future populations. In 2017, the McGregor-Smith review found that action by employers to promote racial equality could boost the UK economy by [£24 billion annually](#). Businesses with ethnically diverse leadership teams have also been shown to financially outperform competitors by 36% ([McKinsey, May 2020](#)). However, these potential gains are being stifled by the unequal barriers faced by ethnic minorities in the workplace.

We are committed to empowering employers to tap into this economic potential by accelerating change for Black, Asian and Minority Ethnic (BAME) employees. We work with our network of partners from private and public sectors to offer tailored practical advice and share new insights to drive long-term change.

The Race at Work Charter

Launched by the Prime Minister in October 2018, the Race at Work Charter is designed to foster a public commitment to improving the outcomes of BAME employees in the workplace.

Signing the Charter means taking practical steps to ensure your organisation is tackling barriers that ethnic minority people face in recruitment and progression and that the organisation is representative of communities, customers, clients and British society today. Our research has identified five key areas which now comprise our **Race at Work Charter principles**:



Appoint an **Executive Sponsor** for race



Capture **ethnicity data** and publicise progress



Commit at board level to **zero tolerance** of harassment and bullying



Supporting equality in the workplace is the **responsibility** of all **leaders and managers**



Take action that supports ethnic minority career **progression**

To learn more about the Charter and the actions taken by signatories, take a look at our [2018 Race at Work Scorecard](#) report and our [2019 One Year On](#) report.





Race at Work Charter FAQ

Who should sign the BITC Race at Work Charter?

BITC's race partners are already well placed to be signatories to the Race at Work Charter. Additionally, any organisations employers with ten or more employees who meet the following criteria are encouraged to sign:

- Employers who aspire to have the most inclusive workplaces in the UK
- Employers who believe that ethnicity should not be a barrier to recruitment or progression
- Employers who have demonstrated a commitment to any of the charter principles e.g. if they have a senior leader or executive sponsor for race and diversity within their organisation, if they are capturing data on ethnicity or if they have a zero-tolerance policy on bullying and harassment

Please note it is not a requirement for employers to have the charter principles in place before signing the charter. The only prerequisite is for employers to demonstrate an understanding of where their challenges lie and how they will overcome it.

How do I sign up for the Charter?

Sign up by visiting the [BITC Race webpage](#) and following the prompts. Once you register your interest, a member of the team will be in touch with more information.

How will BITC measure the impact of the Charter?

BITC will ask employers to report using the BITC Race at Work Charter tracker survey, which will ask charter signatories questions about their progress and encourages them to share examples of improved outcomes for BAME employees and stakeholders within their organisation against one or more of the five charter themes. If you would like to take part in the 2020 survey, contact Zahra Mohamoud.

Will the survey results be publicly available?

BITC will share analysis and impact stories with an annual report and celebration event, promoted with a media campaign and online communications activities.

What will businesses get when they sign up to the Charter?

There are free online materials online for signatories and interested organisations including:

- New factsheets, toolkits and insights to support your organisation with delivering the charter principles. Take a look at our [Executive Sponsor Top Tips toolkit](#) for a taster.
- Information on ethnicity and pay consultation
- Invitation to attend workshops, webinars and events with the opportunity to share best practice and network with other employers
- Information on collaborative projects and actions to support actions linked the 5 principles of the Race at Work Charter





BITC will commit to profiling companies that demonstrate real progression and impact against the Charter principles. We will be listening to employers about support they may need to ensure that they can bring the Charter commitments to life.

Who will be checking that those who have signed up are keeping their commitments? How will the process work?

BITC will review progress with employers by helping them complete the Race at Work Charter survey. This will ensure that employers can demonstrate their commitment and share impact stories about how their actions have changed outcomes.

What is the required organisational commitment to the Charter (e.g. do organisations need a CEO signature or simply approval that they can use the organisation name)?

Approval that they can use the organisations name is all that is required.

Is there a deadline for becoming a signatory, or is this option open for the foreseeable future?

There is no deadline. Companies are welcome to sign up when they are ready.

