

F MANAGEMENT ISSUES 15 Race Relations Act 1996 (SYN)

1 This Act, passed in 1976 and later amended, makes it an offence to discriminate against a person on grounds of race, nationality or ethnic origin. It covers discrimination in the following areas: employment and training; education; housing and the provision of goods and services.

2 The act covers three different types of discrimination; direct, indirect and victimization. Indirect discrimination occurs when a person behaves in such a way that is not overtly racist but which has racist results. Victimization covers such acts as picking on an employee because of their race.

3 Enquiries should be made to the Synod office who will direct you to the appropriate person at Church House, or legal advice may be sought from the Synod Solicitors in the first instance via the Legal and Trust Officer at the Synod office.