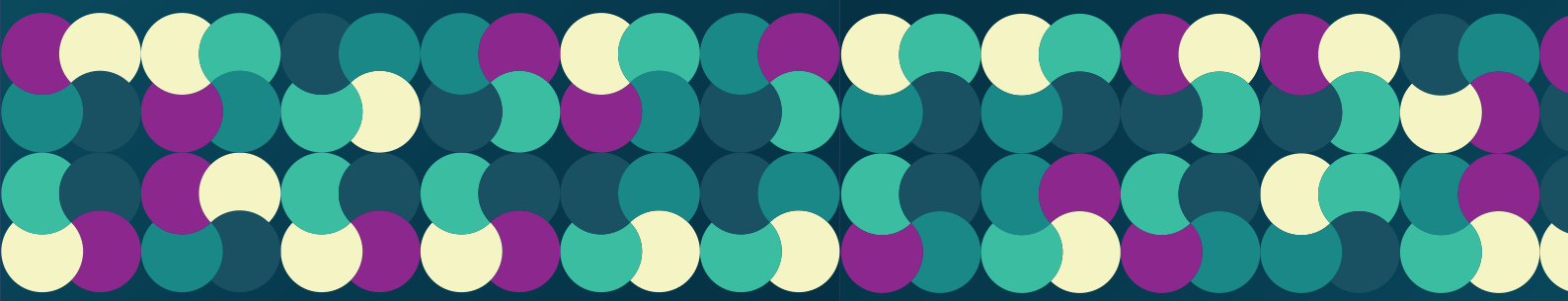




The
Executive Office

**Easy read
version**

Review of the Race Relations (NI) Order 1997 Consultation Document





**We want to
help stop racism.**

**What do
you think?**



**The Race Relations Order
is the legislation
- or rules - to
help stop racism.**





The Order was written in 1997 so it is very out of date.

We want to change it so it gives better protection to anyone who feels that they have been bullied or treated unfairly, because:

- **of the colour of their skin**
- **they don't speak English very well**
- **they might look different from most other people who live here.**

This is called racism.



The idea behind this is to hear from lots of different people. Most importantly we want the views of those whose rights will be protected by this legislation.



Sharing your views and experiences can make a difference in how we write the laws that protect your rights and make this a fair and safe society for all.

If you want to read the current Order you can find it here.
The Race Relations (Northern Ireland) Order 1997 (legislation.gov.uk)

You can tell us what you think by completing the survey at:
<https://consultations.nidirect.gov.uk/>

Some of the most important issues we want to tackle are about:

- Children and Young People (Education)
- Employment
- Services
- Equality Commission
- Making the rules stronger

Children and Young People (Education)

We want children to feel safe and included at school. We don't want them to feel different and left out.

These are the things we want to change



No one should be bullied if they or their parents have made a complaint about something that happened at school.



Everyone can use school play or sports areas equally.



Someone's ethnicity or appearance should not matter when they apply to go to a school.



In case we have forgotten something, we want to add some words to make sure anything to do with education is protected.



An example could be a school's uniform code might not allow some types of hair styles, such as traditional African braids.



Employment

Everyone should feel welcome and included when they are at work. The boss and everyone else who works there should treat each other with respect.

These are the things we want to change



All types of employees are protected.



A boss will be able to offer extra help to someone, if they need it.



A boss should protect and support someone who works for them, if a customer is rude to them.



The rules say that if an employee does something against the law, while doing their job, then both the employee AND their boss are responsible. **We think the employee should take responsibility if they did something wrong, unless it was their boss that told them to do it.**



If someone gets a new qualification, we want to make sure whoever is giving that qualification treats them the same as everyone else.



Change the rules which say people from some countries can't work for the Government here.



Councillors represent you and your neighbours on your local Council. The Council is responsible for lots of things like leisure centres, recycling and making sure where you live is clean and tidy. **We want to protect councillors from bullying by councils.**



Services

Services can mean lots of things, like going to see your doctor, being part of a club, or being served a meal in a restaurant. No matter what the service is, everyone should be treated fairly.

These are the things we want to change



Everyone should feel welcome if they want to join a club.



Everyone should feel welcome when they play games together, no matter what type of games they are.



These might include things like X-Box games, e-sports or a dance competition.



Protect public safety.
Sometimes the safety or rights of one person might be put at risk to protect a bigger number of people. We want the rules to say that this can happen only if there is no other choice.



Keeping personal information safe. This rule makes sure anyone who has personal information about you keeps it safe.



Equality Commission

A tribunal is like a court. If you make a complaint both sides of the story will be told at the tribunal and the person in charge will decide what will happen.

The Equality Commission sometimes helps people at a tribunal or court who feel they have been treated unfairly. It also helps employers make sure they are treating their workers properly and not breaking the law.

These are the things we want to change



If someone has already been told they are doing something wrong but they don't stop, how should they be punished?



This isn't in anyone else's rules. Do you think we should keep it? Should the Equality Commission be able to do something?



Allow the Equality Commission to send out 'how to' guides to help employers and organisations not to break the law and treat people fairly.



The Equality Commission can investigate if someone tells them that something is wrong. It also wants to be allowed to investigate to help improve things and to stop things going wrong in the first place.



The person who complains has to prove that they were treated badly. We want to change this so it is the person being complained about that has to prove they didn't do anything wrong.



We want to make sure anyone making a complaint can get the information they need to support it.



Are there any other powers we could give to the Equality Commission to make things better?



Making the rules stronger

The way legislation is written can change over time. Because the Race Relations Order was written a long time ago some of the words need to be changed. This will make it more up to date so it can help and protect people even better than before. There are also some completely new things we might want to add.

These are the things we want to change



We want to change what the word victimisation means in the rules.

At the minute if you make a complaint you have to prove that your treatment was worse than someone else. Changing this means that it doesn't matter how anyone else has been treated. What is important is how YOU were treated.



Make indirect discrimination against the rules.



For example, if an advertisement about a job makes it look like it's only for certain people and not others, then this is indirect discrimination.

We want the rules to say clearly this is wrong.



Make indirect inducement against the rules.



This means someone doing something that they know is wrong, because they feel they have to. For example, a shop assistant might refuse to let a group of Roma people into the shop, because they know that their boss wouldn't let them in.

We don't think it's fair that someone feels they have to do something even when they know it is wrong. We want to make sure the law says they don't have to.



When someone's complaint is talked about at a court or tribunal, the person in charge can tell the wrongdoer to do lots of different things they think might help.



Sometimes this helps and sometimes it doesn't, but it still has to be done. Should the court be allowed to tell people how to fix things?



There is nothing in the rules to say that volunteers are protected. Although volunteers are important, we have been told it would be very difficult to protect everyone. There are too many types of different ways to volunteer.



Do you think volunteers should be protected?
How could we do this?



We are considering adding descent and caste to the list of categories already listed under race.

Some people think descent and caste are racial issues, but others think they are social or class.

An example might be an employer refusing to give someone a job because they think the person is of a lower social class.



What are your thoughts? Should descent and caste be considered as racial issues and how can we do that?



Another thing the Government is planning to do is to start asking people some questions about their race or ethnicity.

This is called ethnic equality monitoring. It will help us find out if everyone is being treated the same. If they are not, then we can do something to fix it. We know that most people already think this is a good idea.



What things do you think are important to monitor? An example might be making sure everyone gets a fair chance when applying to a school or for a job.



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