

Positive Action Training in Housing and Other Professions

“Positive Action” covers a range of measures which employers are permitted to put in place to address disadvantage experienced by people who share a protected characteristic (e.g. Race, Disability, Sex and many others); for example allowing employers to train employees from an under-represented ethnic group to enable them to develop the skills necessary for a particular type of work.

Since 1998 PATH (Scotland) has worked with housing organisations across Scotland to provide high quality training programmes geared to the needs of BME communities. Housing trainees are supported through a 36 month work placement and academic course, as well as receiving additional specialist training.

PATH (Scotland) also runs a leadership programme to assist people to access middle and senior management posts and has been involved in providing support to Social Work students from BME backgrounds.



PATH (Scotland)

19 Lynedoch Crescent
Glasgow
G3 6EQ

Tel: 0141 332 9477

Fax: 0141 331 2640

E-mail: info@pathscotland.org.uk

Web: www.pathscotland.org.uk

 PATH Scotland

 @PATHScot

Company Number: SC194698
Scottish Charity Number: SC028889

PATH (Scotland)

Positive Action Training in Housing

What is Positive Action?



What is Positive Action?

The main purpose of the 1976 Race Relations Act was to outlaw acts of both direct and indirect discrimination in Britain. However, the Act also introduced the concept of Positive Action, where the purpose was to provide access to training and employment in recognition of past historical discrimination faced by black and minority ethnic (BME) communities.

Positive Action was permitted under Section 37 of the Race Relations Act 1976. Under the 1976 Act, Positive Action allowed any organisation to provide members of a particular racial group with access to facilities for training for particular work, or encouragement to take advantage of opportunities for doing that work, when they had been under-represented in that work any time within the previous twelve months.

PATH (Scotland) was originally conceived in order to provide opportunities to people from BME ethnic communities in an effort to address the labour market disadvantage of those communities.

The Equality Act 2010 brought a wide range of equalities legislation together into one act. This includes the Positive Action measures within the Race Relations Act (1976).

Within the 2010 Act, Positive Action measures are permitted where they are put in place to address disadvantage experienced by people who share a protected characteristic (e.g. Race, Disability, Sex and many others); for example enabling employers to train employees from an under-represented ethnic group to enable them to develop the skills necessary for a particular type of work.

It has been demonstrated that among those persons employed in social housing, social work/care and other professions, the proportion of people from BME backgrounds is small in comparison with the proportion in the population as a whole. PATH works to actively address the issue of under-representation of BME communities in Housing and other professions.

Trainees cannot be guaranteed jobs by virtue of their successful completion of PATH's positive action training programmes. Our scheme provides a framework for organisations to give appropriate training to individuals of a particular group in order to equip them to compete in the job market on the same basis as other racial groups. We use Positive Action to address the effects of past discrimination and attempt to accelerate the process towards genuine equality of opportunity.