



Information for EU citizens facing discrimination

If you are an EU citizen facing discrimination or racism in the UK, please remember – you are *not* alone.

Over the last year the UK has seen a rise in anti-migration rhetoric which in turn has increased many forms of discrimination and racism towards people who were-or who are believed to have been- born outside the UK. In this leaflet you will find information on discrimination and hate crime, and sources of support if you are affected by these.

Discrimination

Discrimination occurs when you are treated less favorably than someone else because of a characteristic you possess, namely nationality, religion/belief, sex, disability, pregnancy status, gender reassignment, sexuality, marital status, or age. These characteristics are called 'Protected Characteristics.'

Discrimination can be directed towards you specifically or can be caused to you by a policy that negatively impacts people with certain Protected Characteristics.

The main law that protects us against discrimination is the Equality Act (2010). This is designed to stop certain key groups- like employers, public authorities, and private companies- from discriminating against people with Protected Characteristics, both directly and indirectly.

It can be hard to spot discrimination because the law cannot specify every type of 'disadvantage', there may be legal justification for treating someone less favorably, and not all bad practices will be discriminatory.

Find out more about race discrimination here: tinyurl.com/about-discrimination




settled.org.uk  

Settled is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission (1184580) and with the Scottish Charity Regulator (SC052326)

Settled is accredited for Level 3 immigration advice by the Immigration Advice Authority (IAA N201900057)



If you think you may be the victim of discrimination, it's important to seek advice from one of the following organisations. 

Where to get support if you are facing discrimination

Discrimination at work

- **ACAS** is a charity providing specialist advice and support on employment rights. Call them on 0300 123 1100 Monday to Friday, or visit acas.org.uk
- **Unions** – if you have a union, contact them for advice. If you would like to find out more about joining a union, you can find a union at tuc.org.uk/joinunion

Discrimination in education

- **Contact** provides information, advice and support to parents caring for a disabled child. This includes disability discrimination in school: contact.org.uk
- **SNAP Cymru** provides resources and advice on children's educational rights in Wales: snapcymru.org/discrimination

Discrimination from public services

- **Ombudsmen** – most publicly funded services will have an ombudsman, or oversight committee, responsible for monitoring the conduct of the service. An ombudsman can sometimes step in to investigate or fix mistakes by services. Search ombudsman services here: ombudsmanassociation.org

- **Public Services Ombudsman in Wales (PSOW)** – a statutory service handling complaints about public services and county councillors: ombudsman.wales

Discrimination from private services

- **Ombudsmen** – some private services, such as energy suppliers, have an ombudsman, or oversight committee, responsible for monitoring the conduct of the service. Ombudsmen can sometimes step in to investigate or fix mistakes by services. tinyurl.com/ombudsman-offices

General support with discrimination

- **Equality Advisory and Support Service (EASS)** provides expert guidance on equality and human rights, including discrimination-related concerns. A UK-wide service offering advice on your rights, assessment of discrimination cases, and support in escalating complaints: www.equalityadvisoryservice.com
- **Citizens Advice (CA)** – the CA website has a huge number of resources. You can also call the CA's general advice lines. Local branches specialise in different areas of law. Check your local branch's services here: citizensadvice.org.uk/about-us

Where to get support if you are facing hate crime

Hate crime is defined by Victim Support as 'a crime against someone based on a part of their identity'.

There are five categories of 'identity' when a person is targeted because of a hostility or prejudice towards their:

- disability
- race or ethnicity
- religion or belief (which includes non-belief)
- sexual orientation
- transgender identity

Any crime can be prosecuted as a hate crime if the offender has either:

- demonstrated hostility based on race, religion, disability, sexual orientation or transgender identity

or

- been motivated by hostility based on race, religion, disability, sexual orientation or transgender identity

Hate crime can be reported to the police using **999** or **101**. Find out more about how to report a hate crime: tinyurl.com/how-to-report-hate-crime

IF YOU ARE IN IMMEDIATE DANGER, ALWAYS CALL 999.

However, some people prefer to get support from other organisations...

Support after a hate crime

- **Victim Support**
Provides practical and emotional support after a crime in England and Wales. Call anytime on **08 08 16 89 111** or visit their website: victimsupport.org.uk
- **Stop Hate UK**
Provides resources on hate crime and a confidential reporting service that is not linked to the police: stophateuk.org.uk
- **True Vision UK**
Lists local hate crime support organisations: report-it.org.uk/your_police_force



For specialist advice on the EU Settled Status and Ukraine Schemes, contact Settled on: **0330 223 5336**