

RACE EQUALITY SCHEME

EXECUTIVE MEMBER: Councillor N Williams
LEAD OFFICER: Martin Jepson, Head of Legal and Democratic Services
REPORT AUTHOR: Martin Jepson

Summary and Recommendation:	Proposes a revised Race Equality Scheme be adopted by the Council.
Recommendation:	That the draft revised Race Equality Scheme as shown at Appendix A to the report be adopted by the Council.

1. INTRODUCTION

1.1 This Council adopted a revised Race Equality Scheme in 2006. It is a statutory requirement that District Councils review and revise their Race Equality Schemes every three years.

For clarification all local authorities have the following statutory duties:-

- To eliminate unlawful racial discrimination;
- To promote equality of opportunity and good relations between persons of different racial groups.

2. PROPOSED SCHEME

2.1 Consultation has taken place with AWAZ, a Cumbria group representing Minority Ethnic communities. A Race Equality Scheme has been devised with their support.

2.2 The Scheme proposes a number of actions to consult, carry out monitoring, train staff, publish details of progress, measure satisfaction with its services and take action to address shortfalls.

2.3 It is considered that the actions proposed form a realistic basis for an effective Race Equality Scheme and it is recommended that the draft Scheme be adopted by the Council.

3. FINANCIAL IMPLICATIONS

3.1 No specific additional expenditure beyond items already within budget as proposed through the Race Equality Scheme Action Plan.

List of Appendices:

Draft Race Equality Scheme with Action Plan.

List of Background Documents:

Correspondence with AWAZ.

List of Consultees:

Corporate Team, Equality & Diversity Officers Group.

CHECKLIST FOR DEALING WITH KEY ISSUES

Please confirm against the issue if the key issues below have been addressed. This can be by either a short narrative or quoting the

Impact on Crime and Disorder	Actions can help to reduce the potential for crime and disorder
Impact on Sustainability	No immediate impact
Impact on Rural Proofing	No immediate impact
Health and Safety Implications	No immediate implications
Impact on Equality and Diversity Issues	In compliance with legislation
Children and Young Persons Implications	Can make a positive impact
Human Rights Act Implications	No immediate implications
Comments of S.151 Finance Officer	None
Comments of Monitoring Officer	Is report author.

Please say if this report will require the making of a key decision

No



Copeland Borough Council

Race Equality Scheme

2009 – 2012

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1. Introduction

Welcome to this revised version of the Race Equality Scheme.

The inquiry into the murder of Stephen Lawrence in 1993 led to the publication of the Macpherson report in 1999, the critical theme was that racism could only be addressed and reduced by taking a co-ordinated approach to prevent the expansion of conscious, unconscious and institutional racism.

The Race Relations (Amendment) Act 2000, was the governments response to the Stephen Lawrence Inquiry, the report was concerned with how to deal with institutional racism in various public organisations. This Act places general and specific duties on public authorities to actively promote race equality, opportunity for all, and prevent unlawful discrimination.

The BME (Black and Minority Ethnic) population in Copeland was 1.7% in the 2001 Census. However the mid term figure for 2007 of 3.4% (source: Office of National Statistics) suggests it is now increasing.

Understanding the profile of the area will assist the Council in better understanding how best to deliver its services helping to remove barriers and generally influencing essential decision making.

1.1 Corporate Equality Policy

The Corporate Equality Policy incorporates the Disability Equality Scheme, Race Equality Scheme and the Gender Equality Scheme, and was published in 2007. The policy endorses the council's commitment and vision to equality outlining how it intends to meet the Equality Standard for Local Government (2007) (superceded by the Equality Framework for Local Government) underlining its commitment to opportunity for all, whether staff, residents or visitors, helping to redress the institutional processes that can lead to discrimination. Action plans are attached to the Policy which can be viewed at: www.copeland.gov.uk . It is intended that this Scheme shall replace that shown in the Corporate Equality Policy.

1.2 Corporate Plan 2007-2012

The vision of the Corporate Plan is “ leading the transformation of West Cumbria to a prosperous future.” Within the Corporate Plan there is a commitment to the promotion of the principles of Equality and Diversity.

1.3 The Equality and Diversity Project Officers Group

To assist the Council in achieving its equality objectives the Equality and Diversity Officers Project Group was established in 2006. They meet regularly and act as a forum and a voice to share best practice across the authority and monitor progress against the Equality Standard for Local Government (2007). Officers within that group attend other Equality forums in the county, including the County Equality and Diversity Partnership (CEDP) and the West

Cumbria Equality and Diversity Partnership (WCEDP). The Project Officers' group will look into forming a Copeland based partnership with 3rd sector representation.

1.4 Translation Services

The Council has interpretation and translation arrangements in place to ensure that all customers have access to information and documents as necessary (Language Line).

2. The General Duty on Public Authorities

The Race Relations Act 1976 and the Race Relations (Amendment) Act 2000 places a general duty on all public sector bodies to:

- *Eliminate unlawful racial discrimination;*
- *Promote equality of opportunity and good relations between persons of different racial groups.*

The General Duty aims to endorse race equality and make it fundamental to everything the council does including policy making, service delivery, regulation and enforcement and employment practice.

3. Specific Duties

Specific Duties are supported through a series of policy making, service delivery and employment practices. There are a number of actions the Council must take to meet these duties and part of the duty is to publish a Race Equality Scheme.

Other actions include:

- Monitoring policies and functions for adverse impacts on race equality;
- Assess and consult on the impact that policies have on promoting race equality;
- Publish results of assessments, consultation and monitoring;
- Ensure the public have access to information and services;
- Taking action to redress inequalities;
- Training of staff on their responsibilities to promote race equality;
- Review the Race Equality Scheme every 3 years.

4. Policies and Functions

We have a statutory responsibility at least every three years to assess the policies and functions to ensure we promote race equality and that there are no adverse impacts against any racial group. However, we intend as a Council to review our Race Equality Scheme annually.

5 Monitoring Policies

The Council will actively seek the relevant information to enable it to assess:

- Participation and representation of diverse racial groups;
- Satisfaction with services by racial groups;
- Performance against race equality targets as set out in the attached Action Plan;
- Ensure Equality and Diversity is a key aspect of the annual Service Plans.

We shall use the Covalent performance management system which will monitor and identify gaps against racial issues.

The Council will review the information gathered from the monitoring process and address any adverse impacts as described in the attached Action Plan.

6 Access to Services and Information

To meet its race equality duties the Council will:

- Develop a structured approach to consultation with black and ethnic minority groups;
- Ensure the availability of literature in other formats on request;
- Provide interpretation and translation services when required;
- Continue to roll out equality impact assessments ensuring a customer focus to the exercise;
- Monitor and review the Race Equality Scheme action plans;
- Support and train staff to assist in meeting the needs of diverse communities.
- Liaise with community groups including those diverse sectors.

7 Our Priorities

The Council is committed to achieving its equality targets for the next three years by:

Workforce

- Ensuring equal opportunities within the workplace through having a comprehensive suite of employment policies in place.

Empowering Residents

- Reinforcing our response to hate crime by having a robust process in place to deal effectively with hate crime;

- Developing a process to allow for feedback of how racial incidents have been dealt with by the Council;
- Continuing with the Equality Impact Assessment programme, ensuring an outstanding customer focus;

Developing Communities

- Ensure that the Councils Social Inclusion Policy is embedded effectively;
- Meeting the needs of Gypsies and Travellers;
- Meeting the various needs of the BME population;
- Ensuring that the BME community is represented proportionately in the workforce and continuing monitoring and target weak areas. We shall measure this as described in the Action Plan attached.

8. Planning for Race Equality

Assessing and Consulting

To meet this duty a number of elements are now in place:

We have a specific duty to assess the potential impact of proposals and consult those that are expected to be affected on all future policies and strategies. To meet this duty the Council needs to put these key fundamentals into place:

- Every new key policy is checked against the Race Equality criteria;
- All Council reports include an Equal Opportunities Section;
- To continue with the Equality Impact Assessment Programme;
- The annual service review requires service managers to specify any consultation planned in the coming year, and for clear guidance on how they will take account for diverse groups, monitoring performance.

Publishing the Results

We have a specific duty to publish the results of any assessments, consultation or monitoring the Council carries out. In addition to giving specific responses back to participants in assessments and consultation exercises, the Council will also publish results of any consultation on their website.

In addition advertising on Equality projects or schemes, and consultation results will also be published in Copeland Matters, a publication published 3 times per year for residents of the borough of Copeland.

9. Recruitment, Employment and Training

The Council believes that its workforce is its most important asset. As an essential part of achieving our statutory obligations, the Council will monitor its workforce profile helping to understand our staff ethnicity profile, identifying any ethnicity groups that are under represented or where certain occupational areas are under represented, allowing the Council the opportunity to take steps to address this.

The Council aims to create a working environment where staff are supported in their work assisting them with their skills to manage diversity effectively. This will be achieved through various mandatory training courses available to staff with support and advice when appropriate. The Council monitors training needs ensuring appropriate access for all employees.

The Council is therefore committed to:

- Developing competences of all staff at all levels throughout the organisation with regard to race issues, achievable through regular training;
- Monitoring and reporting on the numbers of staff and applicants for employment from diverse groups;
- Undertaking mandatory equality training through computer based and face to face training; existing staff will also have training at set periods, including specialist training for managers;

10. Procurement of Goods and Services

When the procurement of goods and services are carried out the Council will ensure that all contractors carrying out work on behalf of the council are advised of the Race Equality Scheme and the Corporate Equality Scheme, that they work to the principles of the policies ensuring they offer opportunity for all, eliminate unlawful racial discrimination and that they promote good relations between people of different racial groups. We intend to increase awareness of opportunities for those in black and minor ethnic groups by making information available upon request in different languages and targeting relevant information sources.

11. Additional Information

The following information can be found at www.copeland.gov.uk

- Corporate Equality Scheme including Action Plans and Race Action Plans
- Corporate Plan 2007-2012
- Social Inclusion Policy
- Accessible Information Policies
- Council's Communications Strategy

RACE EQUALITY SCHEME ACTION PLAN

WHAT	WHO	HOW	BY WHEN
Look into forming a Copeland based partnership with 3 rd sector representation	Equalities Project Group	Identify potential partners and canvas views	July 2010
Monitor policies and functions for adverse impacts on race equality	“	Through Equality Impact Assessments	March 2010
Assess and consult on the impact that policies have on promoting race equality	“	“	March 2010
Publish results of assessments, consultation and monitoring	Through Copeland Matters and on the Internet		Ongoing
Ensure the public have access to information and services	Equalities Group	Through Accessible Information Policy	Ongoing
Train and support staff on their responsibilities to promote race equality and meet the needs of diverse communities	Human Resources	Devise a yearly Scheme	Ongoing
Review the RES and Action Plan <u>yearly</u>	Equalities Group	Annual Review	July 2010
Monitor relevant service areas for participation and representation of diverse racial groups	Equalities Group	Services measuring collating information and taking action to remove barrier	Ongoing
Monitor satisfaction with services by racial groups	Through survey-Equalities Group	Every two years	July 2010
Make literature available in other formats on request	Equalities Group	Through Access Information Policy	Ongoing
Provide interpretation and	“	As required	“

translation services when required			
Have a robust process in place to deal with Hate Crime including an assurance that the process is understood by staff and customers	A process is already in place	Review	By July 2010
Ensure effective implementation of the Councils Social Inclusion Policy	Equality Group	Devise Action Plan	July 2010
Meet the needs of Gypsies and Travellers	Equality Group	Liaise with County wide groups	Review July 2010 and yearly
Increase awareness procurement opportunities for BME population including the establishment of links with representatives of those groups	Contracts and Projects		July 2010
Improve knowledge of the Council's customers by use of the customer profile form and use of the Electoral Registration Form	Policy Performance and Legal	As described	September 2010
Carry out monitoring of staff	Equalities Group	As described	September 2010