



## OVERVIEW AND SCRUTINY BOARD

13<sup>th</sup> July 2004

### Race Equality Scheme

#### **1.0 PURPOSE OF THE REPORT**

- 1.1 To present to the board the background and the purpose of the Council's Race Equality Scheme and its relevance to BVPI 002b.

#### **2.0 RECOMMENDATION**

- 2.1 That the Board notes this report.

#### **3.0 BACKGROUND**

- 3.1 The Race Equality Scheme has been devised in response to the Race Relations (Amendment) Act 2000. The scheme is a triennial plan, which states how the Council will meet the requirements under the Act.
- 3.2 The Race Relations (Amendment) Act 2000 introduced a new duty on all public bodies to promote racial equality. The Council must aim:
- to eliminate unlawful racial discrimination
  - promote equality of opportunity
  - promote good relations between people of different racial groups.
- 3.3 Each directorate has produced a race equality action plan. These plans will be updated on an annual basis. The Corporate Diversity Group consists of senior officers from each service area and this group will oversee the monitoring and review of the plans.
- 3.4 The Race Equality Scheme was set to be reviewed in its totality in May 2005. However due to recent changes in the authorities structure and with changes with priorities, the Scheme is outdated and the reviewing the Scheme will begin imminently.

- 3.5 A BVPI relating to the Race Equality Scheme has been introduced for this current year. The BV 002b is the percentage score in relation to Council's Race Equality Scheme. As this was a new indicator a target percentage was estimated at 83%. However for 2003/4 the result was 58%, a variance of -25%. There are 19 items to this PI and a score of 1 point is awarded for each item complied to (see checklist below) One of the underlying factors for this variance was because the Race Equality Schemes priorities have changed with regards to the new agenda. Therefore the Scheme requires to be reviewed and updated to reflect those changes.

### 3.6 Score list - BV 002b (2003/4) – The duty to promote race equality

1.Does the authority have a Race Equality Scheme (RES) in place?	√
<b>Does the RES:</b>	
a. list the functions and policies that are relevant to the general duty?	√
b.consist of a strategy, which addresses the general duty and each specific duties?	√
c.contain clear priorities, targets and outcomes in order to fulfil the general and specific duties?	√
<b>Is the RES</b>	
d.supported by a timetabled, three-year action plan?	×
e.clearly integrated in all corporate and service level plans and strategies?	×
f.clearly integrated in procurement and partnership strategies and policies and best value reviews?	×
g.actively communicated to members of the public and to staff?	√
h.reviewed regularly by the authority?	√
i.owned by Council members and senior officers who share responsibility for ensuring outcomes are met and are involved in reviews of the scheme?	×
<b>2.Are there continuing improvements for race equality from application of the RES?</b>	
<b>Is there evidence of measurable improvements in respect of:</b>	
j.the representation in the workforce at all levels of the range of ethnic groups in the local area and relevant labour markets?	√
k.improving staff perceptions of equal opportunities for all ethnic groups and reducing any differences?	×
l.widening the ethnic profile of service users having regard to need and relative to the local population?	×
m.improving satisfaction rates among service users of all ethnic groups and reducing any differences?	×
n.reducing number of complaints from service users of all ethnic groups and reducing any differences?	×
o.providing services that meet the needs of all ethnic groups in the communities the authority serves?	√
p.improving service outcomes for all ethnic groups and reducing any differences?	√
q.increasing confidence in reporting racial incidents?	√
r.increasing satisfaction in the way racial incidents resulting in further action are handled?	√

**Score 11/19 = 58%**

#### **4.0 TAKING THE PROPOSALS FORWARD**

- 4.1 The Corporate Diversity Officer will be managing and reviewing the Scheme. The officer will be liaising with each service area to ensure that services are fully involved in the planning and implementation process. It is envisaged that with the new Race Equality Scheme, the BVPI target for 2004/5 will be reached.

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