

Race Equality

Scheme

2005 - 2008



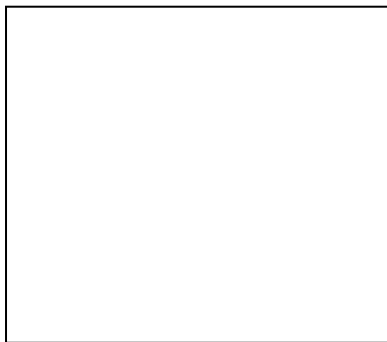
FOREWORD

In response to the Race Relations (Amendment) Act 2000 the council produced and published their first Race Equality Scheme in May 2002. The scheme was a specific duty arising from the Race Relations (Amendment) Act 2000.

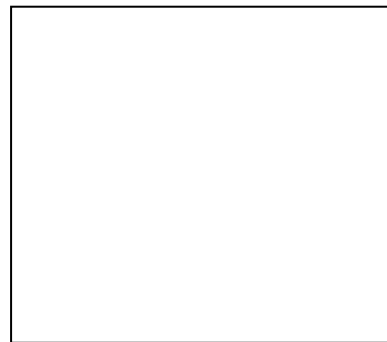
This is the council's second Race Equality Scheme, which will come into effect from June 2005 to 2008. The scheme will build and expand on the work produced from the first scheme.

Since producing the first scheme, Middlesbrough Council has made real progress in addressing the race and diversity agenda. The scheme has helped the council to consider the effects of all their activities and operations in race equality, and necessary changes have been made to deliver services more effectively in a multi-ethnic community.

In 2002 Middlesbrough elected Ray Mallon as Mayor. Since his election, the Mayor has promoted diversity issues both within the Council and across the town. In January 2005 the Council appointed a new Chief Executive Officer, Jan Richmond, who strongly supports the diversity agenda.



CEX



Mayor

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1. INTRODUCTION

The Scheme

The Scheme states how Middlesbrough Council intends to ensure race equality is mainstreamed in all activities. The Commission for Racial Equality (CRE) have clearly stated that they want Race Equality Schemes to be 'living' documents. Therefore this scheme will be adapted, amended and modified to take into account new priorities and new policy options. This document can be used for reference purposes and it complements other pieces of work that the authority has undertaken.

Overview of Middlesbrough

Middlesbrough sits at the heart of the Tees Valley conurbation, and draws on a travel-to-work area stretching from Durham to the North Yorkshire Moors. The town centre acts as the sub-regional shopping centre for the Tees Valley and has more square metres of retail space than the Metro Centre.

The 2001 Census indicated that Middlesbrough had a population of 140,700 people of which 6.3% are from black and minority ethnic backgrounds. The dispersal of people seeking asylum and refugees has contributed to the diverse groups within the town. Figures obtained from the Council's Asylum Seekers Unit, for the end of April 2005, indicate that there are 664 people-seeking asylum (including children) from 49 different countries. There are also high levels of ill health and disability within the Middlesbrough area, particularly in the most deprived wards. It is estimated that 22% of residents have a health problem compared with the national average of 18%. The Middlesbrough Community is very diverse. They are of all ages, able-bodied and disabled, of different ethnic backgrounds and cultures, heterosexual, gay, lesbian and bisexual, and from non-faith and faith communities. (See Appendix A).

Parts of Middlesbrough experience levels of deprivation that are amongst the highest in England. However, there are firm actions underway which are assisting the town to challenge and overcome this. A recognised strength of Middlesbrough is the involvement of people in decision-making and a high level of understanding and interaction between all public services and the general public.

Political Organisation

Middlesbrough elected Ray Mallon as its first directly elected Mayor in May 2002. It is one of eleven councils with a directly elected Mayor.

The Mayor has reviewed and revised the make up of this Executive. The changes further strengthened the Executive and focused it more closely on the delivery of council priorities. The Executive portfolios are:

- Social Care and Health
- Transport
- Environment
- Children's Services
- Economic Regeneration and Culture
- Education and Skills
- Resources
- Community Safety and Leisure

The structure of the scrutiny function complements council priorities and the Executive portfolios. The Scrutiny structure consists of the Overview and Scrutiny Board, which includes the resources and audit role and eight panels. These are:

- Children and Learning
- Environment
- Community Safety and Leisure
- Economic Regeneration and Transport
- Social Care and Adult Services
- Middlesbrough and Eston Health
- Middlesbrough Health
- Tees Valley Joint Health

Management Organisation

Middlesbrough Council is committed to an effective corporate culture where the emphasis is on outcomes and where communication and co-operation between professionals working towards common service and strategic objectives is encouraged and promoted. Council services are organised into service groups, each reporting to an Executive Director. The service groupings are:

- Children, Families and Learning
- Social Care
- Regeneration
- Environment
- Central Services

From June 1st 2001 Middlesbrough Council formed a Public – Private Partnership with HBS. The contract forms the basis of a ten-year agreement to deliver the following services:

- a single contact centre for all customer and citizen inquiries.
- internal services, including Property Management, Energy Management, Human Resources (HR), Finance, Public Relations and Marketing
- the management of business processes, including Pensions, Payroll, Housing Benefits, Council Tax, Education Awards and Social Services Benefit
- administration across the Council.

Council's Vision

The Council values the diversity of the local population and seeks to reduce social exclusion by making its services, facilities and resources more responsive to community and individual needs. Middlesbrough Council is fully committed to equality of opportunity for all people, across the full range of its activities as a service provider and an employer. This is expressed through the mainstreaming of race equality in policy development, consultation, implementation and evaluation.

Partnership

Partnership working is a key element in the Council's approach to delivering its agenda. The Local Strategic Partnership (LSP) brings together agencies and stakeholders from all sectors of the community. The aspirations of the partnership, which are based on shared national and local government priorities, complement the Mayor's vision. The shared priorities are:

- supporting children and learning
- promoting healthier communities and effective social care for adults
- creating safer and stronger communities
- transforming our local environment
- meeting local transport needs more effectively
- promoting the economic vitality of Middlesbrough

The Council plays a major role to the Partnership by providing administrative and strategic support, and as a member of the Partnership.

The Council's own priorities have been developed to deliver the Mayor's Raising Hope Agenda whilst at the same time making a significant contribution to the achievement of the community strategy.

The Community Strategy is a long-term vision, which is a shared commitment and programme of action by all communities and organisations. There are some key principles that underpin the Community Strategy, one being Diversity, which recognises that proposals for action need to reflect the wide range of communities and individuals in Middlesbrough.

Council Priorities

The Council's priority contributions to the delivery of the Community Strategy themes are based upon the "Raising Hope" agenda set by its elected Mayor and supported by the Council's executive and non-executive councillors.

The Mayor's "Raising Hope" agenda is built on four pillars:

- a clean, safe environment, in which people can go about their business without fear of crime and anti-social behaviour
- physical regeneration of the town's run-down sites and buildings
- a business-friendly enterprise culture which welcomes would-be investors
- a transport network which can meet the needs of a town on its way up

The Mayor has introduced the next phase of his Raising Hope Agenda, his Reduction Priorities. Further details relating to the Council's priorities and the Mayor's Raising Hope Agenda and Reduction Priorities can be found in the Council's Corporate Performance Plan 2005/06.

The Council is committed to embedding diversity as a crosscutting activity across all its service areas. Consequently both actions and any budget implications are mainstreamed within service areas.

2. RACE EQUALITY SCHEME

Race Relations (Amendment) Act 2000

The Race Relations (Amendment) Act 2000 comes directly from the MacPherson report following the murder of Stephen Lawrence and seeks to tackle institutional racism in the public sector. The Race Relations (Amendment) Act 2000 strengthens and extends the scope of the 1976 Race Relations Act. The first major reform of the 1976 Act is targeted at the public sector, known as the 'General Duty and the Specific Duty'.

General Duty

The General Duty requires Middlesbrough Council to:

- ◆ eliminate unlawful racial discrimination.
- ◆ promote equality of opportunity.
- ◆ promote good relations between people of different racial groups.

The aim of the general duty is to “mainstream” the promotion of equality of opportunity and good race relations by making these an integral part of the way the Council operates.

Specific Duty

Middlesbrough Council is also required to comply with the specific duty. The specific duty provides methods to be followed in order to help to meet the general duty. This includes the need to produce a Race Equality Scheme by May 31st 2002. It is good practice to update the Race Equality Scheme regularly.

The Commission for Racial Equality (CRE) has published Codes of Practice, which gives further guidance on what organisations are required to do under the new legislation.

Race Equality Scheme

This Race Equality Scheme is a performance measurement tool that sets out how the authority plans to measure the effectiveness of service delivery and employment matters in relation to race equality. The scheme in its broadest sense is a strategy and an action plan, which will aid the Council to meet the general and specific duties in the Race Relations (Amendment) Act 2000. The act states that:

2 (2) A Race Equality Scheme shall state, in particular-

- (a) those of its functions and policies, or proposed policies, which that person has assessed as relevant to its performance of the duty imposed by section 71 (1) of the Race Relations Act.
 - (b) that person's arrangements for-
 - (i) assessing and consulting on the likely impact of its proposed policies on the promotion of race equality.
 - (ii) monitoring its policies for any adverse impact on the promotion of race equality.
 - (iii) publishing the results of such assessments and consultation as are mentioned in sub-paragraph (i) and such monitoring as is mentioned in sub paragraph (ii).
 - (iv) ensuring public access to information and services which it provides.
 - (v) training staff in connection with the duties imposed by section 71(1) of the Race Relations Act and this Order.
- (3) Such a person, within a period of three years from 31st May 2002, and within each further period of three years, review the assessment referred to in paragraph (2) (a).

Race Equality Best Value Performance Indicators

Although statutory Best Value performance indicators do not provide a complete picture, they are a helpful means of comparing performance in key areas. The duties specified in the Race Relations (Amendment) Act 2000 will help to build on the existing race equality work that is centred around the Best Value Performance Indicators.

The Council has a number of Best Value performance indicators that relate to race equality, as shown below. Best Value Performance Indicator 002b specifically relates to the Race Equality Scheme. It is scored out of 19 points. The Council currently scores 95% (18 out of 19) in this indicator and it is envisaged that by 2008 the authority will have clearly demonstrated achieving all 19 points.

BV 002a The level (if any) of the Equality Standard for Local Government to which the authority conforms.

BV 002b The duty to promote race equality.

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

- BV 011B** **The percentage of the top 5% of earners who are from black and minority ethnic communities.**
- BV 017a** **The percentage of local authority employees who are from minority ethnic communities.**
- BV 017b** **The percentage of economically active minority ethnic population in the authority area.**
- BV 174** **The number of racial incidents recorded by the authority per 100,000 population.**
- BV 175** **The percentage of racial incidents that resulted in further action.**

Equality Standard for Local Government

Middlesbrough Council has reached level 1 of the Equality Standard. It is envisaged by 2008 that the authority will reach level 4 of the standard although the authority will strive to reach level 5. The Standard provides a framework through which local government can address its legal obligations under anti-discrimination law (Sex Discrimination Act 1975, Race Relations Act 1976, Disability Discrimination Act 2005) that prohibits discrimination in the delivery of services and employment.

Diversity Policy

The Council has produced a Diversity Policy. The policy demonstrates how, as part of our commitment to equal opportunities, the Council will seek to avoid all forms of discrimination, both within the Council and in its delivery of services. It highlights how the authority will aim to create an environment in which there is respect for every individual and recognition that no employee, potential employee or service user will be discriminated against, irrespective of their race, colour, religion, belief, ethnicity, gender, family status, sexuality, disability or age. In addition to this policy, schools also have a Race Equality Policy.

Corporate Diversity Group (CDG)

Middlesbrough Council has a Corporate Diversity Group to progress work on the diversity agenda. Each service area is represented by a senior officer. The members of the group are responsible for progressing issues surrounding the local and national diversity agenda and in ensuring that diversity issues are an integral part of service delivery, employment and community engagement. The group is chaired by the HR Manager (Client Services). The group, with assistance from senior officers, identified the authority's functions and policies. These functions and policies were then assessed for the relevance of race equality and from that a timetable for policy reviews has been formed (see Appendix C for timetable).

Performance Management and Diversity Group

This group has been specifically set up to look at diversity issues directly in relation to council performance, particularly Best Value Performance Indicator 2a, the Equality Standard. This also includes the Best Value Performance Indicators as detailed on page 12 of this document. This is to ensure that actions contained within the Race Equality Scheme, Diversity Action Plans and Service Plans are monitored in accordance with Middlesbrough Council's Performance Management Minimum Standard.

Community Cohesion

A multi-agency Community Cohesion Advisory Group was established in 2002 whose membership is currently being reviewed to ensure that there is wider community representation. This group was originally set up to oversee the development and implementation of the Community Cohesion Pathfinder Programme which was funded by the Home Office, but its remit has since been expanded to support the wider policy development and mainstreaming of cohesion through the Middlesbrough Partnership.

3. ARRANGEMENTS

Assessing the likely impact of proposed policies on the promotion of Race Equality

The Council is required to state how it will assess on the likely impact of its proposed policies on the promotion of race equality under section 71 of the Race Relations (Amendment) Act 2000.

The Council will use a wide variety of methods in order to assess the impact of its proposed policies. Assessing the impact of a proposed policy will be determined on an individual basis. There are variety of different sources that the Council will use, such as:

- demographic data, 2001 Census.
- relevant data from past research e.g. surveys and questionnaires conducted by the information team.
- comparisons with similar polices from other authorities.
- research findings from external sources.
- commissioned research.

Consulting on the likely impact of proposed policies on the promotion of Race Equality

The Council is required to state how it will consult on the likely impact of its proposed policies on the promotion of race equality under section 71 of the Race Relations (Amendment) Act 2000.

Currently the Council undertakes a number of methods to consult. There are a number of initiatives in place that the authority will access when consulting. These include:

Middlesbrough's BME Network

Middlesbrough Black and Minority (BME) Community Network is a consultative network, which can be accessed by the community and service providers. The role of the Network is to provide an opportunity for BME communities to unite and develop a single voice to influence decision-makers in Middlesbrough through the Middlesbrough Partnership.

This has been achieved through undertaking an extensive mapping exercise of the current BME voluntary and community sector and listing all the groups and organisations in Middlesbrough, both formal and informal. For a copy of the audit, please contact the BME Network Officer, 01642 729220.

Community Engagement Framework and Toolkit

Over recent years, there has been a wealth of policy and strategic documents relating to community engagement in the public sector. This framework and toolkit draws on best practice guidelines from local and national source documents, many of which have been produced by partner agencies. A database has been established and this is the central reference point for people who are planning to carry out their own community engagement. This

key document for the authority will enable people to identify and share best practice. Contact the Corporate Information Team for a copy of the Engagement Framework and Toolkit on 729208.

Who to consult

The work of the Council has an impact on all people that reside in Middlesbrough. The Council will consult with a wide range of groups, organisations and individuals. The Council will consult with the groups that are likely to be most affected by the proposed policy. Contact the BME Network Officer on 01642 729220 for a list of groups to access for consultative purposes.

Forums, Consultative Groups and Focus Groups

The Council has a number of forums, consultative groups and focus groups that we consult with. Such forums include the Diversity Forum, Black and Minority Ethnic Employees Focus Group and the Racial Harassment Multi-Agency Forum.

Whatever method the Council utilises for consulting the following process is followed;

- select the policy for consultation.
- have clear aims and objectives for consultation.
- use the Community Engagement Framework and Toolkit for guidance and best practice.
- select consultation method.
- embark on consultation.
- analyse results of consultation.
- results to be fed into decision making process.
- publish the results.
- take necessary and appropriate action.

Publication of the scheme and the results of assessments

Full and summary versions of the Race Equality Scheme will be published. They will be published on the Council's website for the public. For staff, a copy of the Race Equality Scheme will be placed on the Council's Internet site. The results of the impact assessments will be published in the next Race Equality Scheme.

Access to Information and Services

The Council accepts that every customer has an equal right to the Council's information and services. The Council currently provides a wide range of information to the residents of Middlesbrough. There are a number of ways the Council does this. Middlesbrough House is a prime example; it is a one-stop-shop for a wide range of services and information, making it much quicker and convenient for local citizens and customers. Much of the information supplied by Middlesbrough House is available in different minority ethnic languages.

Prestige Network

In 2004 the authority signed up to a telephone interpreting service, Prestige Network, to make services more accessible for those people whose first language is not English. A number of Council service points have the facility, via the telephone, to access more than 100 different language interpreters. The Service ensures that those whose first language is not English are able to access the services that they require.

Translation and Interpretation Unit

The Council operates a translation and interpretation unit that is based in the Department of Social Care. The Unit's remit is to allow people from the minority ethnic community to access services that the rest of us take for granted. The key role of this team is to provide translation and interpretation services on behalf of Middlesbrough Council to those whose first language is not English. The team works closely with all operational teams in the Social Care Department as well as supporting other departments within the Council. The Unit provides translation and interpretation services both to internal and external staff and organisations. The Unit offers services in respect of over 30 different languages and dialects.

In 2004/2005 the Unit undertook:

- 1215 interpreting jobs of which 798 were external and 417 internal.
- 182 translation jobs of which 67 were external and 115 internal.

Complaints

HBS provides a broad range of services to the public on behalf of Middlesbrough Council. It is imperative that the public have a right to complain about any service they may be unhappy with, in order for the Council to ensure continuous improvement. Therefore, Middlesbrough Council has reviewed the entire Corporate Complaints Procedure to ensure compliance with the Race Relations (Amendment) Act 2000.

The Corporate Complaints Procedure is robust and endeavours to ensure that complaints are resolved quickly, informally and as close to the point of delivery as possible. The Corporate Complaints Procedure sets out a process and a set of standards that each service area must adopt as a minimum requirement in order to ensure good practice.

Racist Incidents

The Council has a sound and vigorous procedure in place for recording racist incidents and for taking further action. The Complaints Procedure also records the ethnicity of each complainant, using the new 2001 Census ethnic categories. All racist incidents are channelled through the Corporate Complaints Procedure.

Reviewing the Scheme

This Race Equality Scheme will be reviewed and updated in its totality by May 2008. The Corporate Diversity Group will support, monitor and review the scheme. This document will be subject to change to ensure it remains relevant, considers recent legislative changes and to ensure continuous improvement.

The Council welcomes any views or comments you may wish to make regarding this Race Equality Scheme. Please do so by contacting:

Corporate Diversity Officer,
Performance & Policy,
P O Box 99A,
Town Hall,
Middlesbrough.
TS1 2QQ
Telephone No: 01642 729223
Fax No: 01642 729960
E-mail: @middlesbrough.gov.uk

4. EMPLOYMENT

HBS

HBS is responsible for ensuring the employment requirements under the Act are adhered to. HBS employ Systems Application Processes (SAP), which is a fully integrated human resources payroll and financial management system that has the facility to monitor employees for equalities. SAP has been installed and implemented for services managed by HBS and by the Council directly.

In order to fulfil the requirements of the Race Relations (Amendment) Act 2000 Middlesbrough Council has adopted a Diversity Policy Statement and a Race Equality Policy. In the spirit of the Partnership and in order to maintain consistency, HBS has also adopted the Statement and the Policy. Where appropriate, HBS will adopt any new Middlesbrough Council policies relating to equalities.

Monitoring Requirements

The Council and HBS are required to monitor the ethnic background of:

- employees.
- applications for employment, training and promotion.
- employees who receive training.
- employees who use the grievance procedure.
- employees subject to the disciplinary procedure.
- employees who leave employment with the Council or HBS.

Current Monitoring Procedures

The Council currently monitors by racial group, gender, disability, employment status and service areas:

- employees in post.
- applications for employment and shortlisted candidates.
- employees who receive training.
- employees who leave the employment of the Council.

The ethnic classification system used in the monitoring of employment is in accordance with the classifications set out by the Cabinet Office and in line with National Census 2001 classifications.

Monitoring Action

Monitoring systems are being developed to enable Middlesbrough Council and HBS to monitor:

- applications for training.
- employees subject to the disciplinary procedure.
- employees accessing the grievance procedure.

Training Action

A programme of internal corporate training has been developed and is being delivered to managers and staff employed by Middlesbrough Council and managers and staff employed by HBS.

The programme includes:

- Corporate Induction.
- Diversity, Equal Opportunities and Cultural Awareness Workshops.
- Race Relations Amendment Act briefings.
- Race Equality Scheme and Equality Impact Assessment Workshops.
- Recruitment and Selection Workshops.
- NCFE Equality and Diversity Certificate (Level 2).
- Appraisal Skills for Managers Workshops.
- Corporate Appraisal Scheme Briefings.

The Human Resources Corporate Diversity Training plan is a key component of the Corporate Diversity Action Plan for the Council. Individual Heads of Service also organise additional service specific diversity and equality training and awareness raising events as required and which are appropriate to their particular service delivery needs and resources. There is also service area induction checklist process for new starters to provide consistency across the Council.

There will be a particular focus within all training in future, especially induction and recruitment and selection training which will highlight race equality issues.

The People Strategy

The Council has developed a People Strategy, which is aligned to the organisation's priorities and objectives. This strategy sets out a comprehensive approach to ensuring that the Council maximises the effectiveness of its workforce to deliver improved services, better productivity and greater customer focus in front line services.

There are a number of key influences and challenges that can be expected to affect human resources management over the next few years. These include:

- mainstreaming of equalities issues
- changing social expectations
- new legal requirements relating to religion or belief, age and sexual orientation.

The Council recognises that there is underrepresentation within the Council's workforce generally and at senior levels. This needs addressing in order to create a representative workforce. The council also needs to examine new and flexible ways of working to offer increased opportunities to employees, meet changing service and customer needs and develop a productive work-life balance approach.

The People Strategy and action plan contain many new human resources initiatives and these were consulted on both formally and informally. The Consultation process involved:

- Members of the Executive and Scrutiny
- the Corporate Management Team (CMT)
- Trade Unions
- Heads of Service
- the Corporate Diversity Group
- the Black and Minority Ethnic Employees Focus Group.

The Strategy and Action Plan will be reviewed in 2006.

EMPLOYEE AUDIT
LOCAL GOVERNMENT GRADES

Ethnic Origin	Manual		Scales 1 - 6		Senior Officers		Principal Officers		Chief Officers	
	M	F	M	F	M	F	M	F	M	F
British	30	24	527	1942	59	77	134	80	7	8
Irish	0	0	0	1	1	0	0	0	0	0
Other White Background	0	0	0	0	0	0	0	0	0	0
White & Black Caribbean	0	0	1	4	0	0	0	0	0	0
White & Black African	0	0	1	2	0	0	0	0	0	0
White & Asian	0	0	0	0	0	0	0	0	0	0
Other mixed background	0	0	0	1	0	0	0	0	0	0
Indian	0	0	1	2	0	0	0	0	0	0
Pakistani	0	0	2	16	1	0	0	1	0	0
Bangladeshi	0	0	0	1	0	0	0	0	0	0
Other Asian Background	0	0	0	0	0	0	0	0	0	0
Caribbean	0	0	0	0	1	0	0	0	0	0
African	0	0	0	1	0	0	0	0	0	0
Other Black background	0	0	0	0	0	0	0	1	0	0
Chinese	0	0	0	0	0	0	0	0	0	0
Other Background	0	0	0	0	0	0	0	0	0	0

As at 31st March 2002, 7,773

By 12th July 2002, 3,884

ETHNIC ORIGIN AND SEX OF ALL EMPLOYEES

Ethnic Origin	All Employees		Women		Men	
	total	%	total	%	total	%
White						
White British	8,246	96.89%	5,835	68.5%	2,411	28.3%
White Irish	36	0.42%	23	0.27%	13	0.15%
White Other	42	0.49%	30	0.35%	12	0.14%
Black						
Black Carrib	0	0	0	0	0	0
Black African	7	0.08%	5	0.05%	2	0.02%
Black Other	4	0.04%	4	0.04%	0	0
Asian						
Indian	32	0.37%	22	0.25%	10	0.11%
Pakistani	87	1.02%	71	0.83%	16	0.18%
Bangladeshi	4	0.04%	4	0.04%	0	0
Asian Other	0	0	0	0	0	0
Mixed						
White and Black Carrib	6	0.07%	4	0.04%	2	0.02%
White and Black African	20	0.23%	17	0.19%	3	0.03%
White and Asian	6	0.07%	4	0.04%	2	0.02%
White and Black Other	13	0.15%	8	0.09%	5	0.05%
Chinese						
Chinese	5	0.05%	5	0.05%	0	0
Chinese Other	2	0.02%	2	0.02%	0	0
Total BME	222	2.61%	169	1.98%	53	0.62%
Total	8,510		6,034		2,476	

**THE WORKING AGE POPULATION OF MIDDLESBROUGH BY SEX AND
ETHNIC ORIGIN (percentages).**

Origin	Total	Male	Female
White	93.60%	93.43%	93.87%
Non-White	6.40%	6.57%	6.13%
Mixed	0.85%	0.85%	0.77%
Indian	0.74%	0.73%	0.77%
Pakistani	3.46%	3.41%	3.50%
Bangladeshi	0.07%	0.08%	0.05%
Chinese	0.25%	0.25%	0.25%
Other	1.03%	1.25%	0.79%

Source: 2001 Census
Other includes all black groups

5. RACE EQUALITY ACTION PLANS

Children's Families and Learning – Race Equality Action Plan 2005-2008

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
1	Provide ESOL programme for non-English speakers	Set up ESOL programme	500 places provided	July 2006	H Weir
2	Provide courses through Emag Grant	Set up Urdu and CI courses	50 places provided	July 2006	H Weir
3	Information on Sure Start Middlesbrough will reflect the diverse culture of Middlesbrough	SureStart Middlesbrough's information available in an accessible form	Availability of materials in relevant ethnic minority language	March 2007	SureStart Middlesbrough Marketing Officer
4	Development of support and information services for Refugee and Asylum seeker families	Work with Refugee and Asylum Seeker Service to ensure services are appropriate to need	Refugee and Asylum Seeker families access Children's Centre Services	March 2008	SureStart Middlesbrough Operational Managers
5	Ensure the promotion of race relations	Staff training	All front line staff (youth workers) trained in race issues after initial training courses completed	Ongoing 2006	Development Manager
6	Implement database to inform usage of services accessed by young people from BME groups	Implement database	Database and monitoring procedures in place and used by all staff	2006	Head of Service
7	Target wards with BME population to access E2E provision	Promotional material to be displayed in community facilities in 4 languages (English, Arabic, Urdu and Hindi)	1. Raise awareness of programme of learning. 2. Increase numbers from BME community relevant to 6.3% of town population.	April 2005	Projects Manager/E2E Co-ordinator
8	Support to refugees and asylum seekers.	Grant awarded to support the core organisational costs of the North East Refugee Service (NERS).	Service Level Agreement agreed.	May 2005	Wendy Kelly – Voluntary Sector Liaison Officer

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
9	Evaluate racist incident data against baseline 2003/04	Scrutiny Report	Trendline commenced	December 2005	D Johnson M Griksaitis
10	Translation Service indicated on all pro-formas	Trawl of existing letters etc.	All documents annotated	July 2005	J Smith
11	Increase number of BME foster placements available	Targeted Recruitment	Annual increase of one placement	2006 – 4 2007 – 5 2008 – 6	Jane Wilson
12	Increased level of support to children with disabilities with BME community	<ul style="list-style-type: none"> • User needs survey • Action Plan 	Implementation of Plan	2006	Trish Fewster
13	Improve LEA Service to Ethnic Minority, Traveller and Refugee/Asylum seeker pupils, families and their schools.	<ul style="list-style-type: none"> • Redefine the three current services for the focussed pupils into an overarching Minority Inclusion Service. Schools receiving EMAG funding to become a 'best practice' group to offer support, training, short-term loan of staff or interpreters to non-EMAG schools. 	<ul style="list-style-type: none"> • To give a response to families or schools within two weeks of a referral to offer all or some of the following : <ul style="list-style-type: none"> - Support and advice - Assessment - Short-term contract of support if applicable 	To start September 2005	June Kearns Fran Duncan

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
14	To support the inclusion of Minority Ethnic young people into mainstream Services (Schools, Youth Service, Out of School and Holiday Activities, signposting to other Services) through the Middlesbrough Welcome Project and Middlesbrough Inclusion Project (MWP, MIP).	<ul style="list-style-type: none"> To give targeted support through the Drop in Centre (Erimus House). Providing After School and Holiday Activities. Establishment of Children's Board in participating schools through MWP & MIP. Supporting Secondary schools to develop relationship skills for Ethnic Minority girls. Target pupils with reading difficulties through the Better Reading Partnership.	<ul style="list-style-type: none"> Ethnic Minority pupils achieve their 2005 & 2006 targets. To increase the level of use and client satisfaction for the Drop in Centre. 	From March 2005 to March 2007	Fran Duncan
15	Improve the quality of data available on the attainment of pupils from black and minority ethnic groups.	Work with schools to implement target setting for individual pupils	Targets available for all pupils in maintained schools.	January 2006	Education Policy & Resources – Graham Slimings
16	Encourage local representation on Governing Bodies to match local diversity profile	Link with local organisations including The Welcome Project The Asylum Resource Centre	More diverse representation on governing bodies	Ongoing	Richard Painter/ Jackie Pinning
17	Encourage participation of BME community members at Spaces for Sport & Arts	Link with local organisations. Promote Breckon Hill Space for Sport & Arts for community use.	Increase participation levels by 30% from baseline	June 2006	Study Support Linda Innes
18	Increase BME representation on appeal panels.	Target ethnic minority groups to put forward representatives to sit on appeal panels.	Increase number of ethnic minority representatives on appeal panels.	Ongoing	Andy l'Anson Admissions
19	Improve access to Admissions information for all ethnic groups.	Offer admissions booklet in other languages. All correspondence be available in other languages.	Improved access to information.	Annually	Andy l'Anson Admissions

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
20	To ensure that the Gifted and Talented cohorts within EIC Schools reflect the ethnic proportion of Middlesbrough for all activities.	<p>Ensure school coordinators are briefed prior to cohort selection</p> <p>Check cohorts identified against school census information schools to ensure compliance</p>	All school G&T cohorts meet required criteria.	Annual (by end of Autumn Term)	Excellence in Cities (Joanne Riley)
		Monitor master class uptake to ensure proportionate representation (over time)	<p>Record of attendees (by ethnicity).</p> <p>Record of any action taken to ensure proportionate representation</p> <p>Record of any unforeseen difficulties that have occurred (including future remedial strategy)</p>	Summative record At the end of each Academic Year	Excellence in Cities (Joanne Riley)
		<p>Monitor performance against the targeted outcomes of the G&T cohorts in EIC schools to identify any emerging differentiation</p> <p>To follow up any occurrence with school G&T Coordinators to identify additional support as required</p>	No discernable difference between the performance of ethnic groups as compared with the overall performance of G&T cohorts.	Evaluation following annual Standardized testing at Key Stages 2,3 &4	Excellence in Cities (Joanne Riley)

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
21	To ensure that all 'Aim Higher' activities reflect the ethnic proportions of Middlesbrough for all activities.	<p>Ensure school and college coordinators are aware of the need to monitor during cohort identification</p> <p>Check cohorts identified to ensure balance is within appropriate limits</p>	The composition of all school and college Gifted and Talented and Widening Participation cohorts to be within appropriate limits	Annual (by end of Autumn Term)	Excellence in Cities (Maura Rayner)
		<p>Monitor performance against the targeted outcomes of the G&T cohorts in EIC schools to identify any emerging differentiation</p> <p>To follow up any occurrence with school G&T Coordinators to identify additional support as required</p>	<p>Record of attendees (by ethnicity).</p> <p>Record of any action taken to ensure proportionate representation</p> <p>Record of any unforeseen difficulties that have occurred (including future remedial strategy)</p>	Summative record At the end of each Academic Year	Excellence in Cities (Maura Rayner)
		<p>Monitor performance against the targeted outcomes of the G&T and Widening Participation cohorts in EIC schools and colleges to identify any emerging differentiation</p> <p>To follow up any occurrence with school and college 'Aim Higher' Coordinators to identify additional support as required</p>	No discernable difference between the performance of ethnic groups as compared with the overall performance of 'Aim Higher' cohorts.	Evaluation following annual Standardized testing at Key Stages 2,3 &4	Excellence in Cities (Maura Rayner)

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
22	To ensure that the ethnic profile of the cohort of mentored and Learning Support Unit based pupils within EIC Schools and colleges is appropriate.	<p>Ensure school Senior Learning Mentors are aware of the need to monitor emerging patterns of referral</p> <p>Check cohorts identified to ensure balance is within appropriate limits</p>	The profile of all mentored and LSU based pupils within EIC schools will be within appropriate limits	Termly (at the end of each term)	Excellence in Cities (Ian Mawson)
		Ensure access / travel arrangements do not disenfranchise any individual or group	<p>Record of evaluation of potential difficulties carried out for each activity.</p> <p>Record of action taken where necessary</p> <p>Record of any unforeseen difficulties that have occurred (including future remedial strategy)</p>	Summative record At the end of each Academic Year	Excellence in Cities (Ian Mawson)
		<p>Monitor performance against the targeted individual pupil outcomes to identify any emerging differentiation</p> <p>To follow up any worrying emerging pattern to identify potential remedial strategies</p>	No discernable difference between the attainment of individual targets when analysed by ethnicity.	Termly (at the end of each term)	Excellence in Cities (Ian Mawson)
23	To ensure that in any appointment to the staff of EiC candidates' ethnicity is not a consideration	Monitor job specifications, person specifications, interview questions and evaluations to ensure that ethnicity has played no part in the selection criteria or process	No evidence of 'bias' in either job specifications or interview process as evidenced by resulting appointments.	April 2005 - ongoing	Excellence in Cities (Alan Godfrey)

Social Care – Race Equality Action Plan 2005-2008

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
1	Improve accessibility to Equipment and Adaptation Services for BE Communities	<p>Awareness Raising Events and publicity about Independent Living Centre targeting BME Communities Faith Groups</p> <p>Arrange visits for targeted groups to ILC</p> <p>Establish Baseline Data (March 2005) regarding ethnicity of users of Equipment/ Adaptation Services</p> <p>Establish targets for ethnicity of users of Equipment/Adaptation Services for 2005/06, 2006/07, 2007/08</p>	<p>Number of Events planned and completed</p> <p>6 visits completed by 31.3.06</p> <p>Baseline data collated</p> <p>Measurable targets set and progress against targets published</p>	<p>April 2006</p> <p>April 2006</p> <p>June 2005</p> <p>October 2005 Followed by Quarterly monitoring data</p>	Physical Disabilities Service Lynne Barr & Pauline Stevenson
2	Increase choice and flexibility of services to members of BME Communities and their carers through use of Direct Payments	<p>Raise awareness of, and promote Direct Payments amongst BME Communities</p> <p>Adapt Direct Payments Support Services (if necessary) to ensure cultural sensitivity of service</p> <p>Establish targets for ethnicity of Direct Payment recipients for 2005/06, 2006/07, 2007/08</p>	<p>Number and type of awareness raising activities</p> <p>Base on 2006 outcome</p> <p>Measurable increase in ethnicity of Direct Payment recipients from March 2005 baseline of 7.</p>	<p>March 2006</p> <p>June 2006</p> <p>October 2005 then quarterly monitoring data</p>	<p>Direct Payments Steering Group</p> <p>Ruth Hicks/ Saadia Raja</p> <p>Ruth Hicks/ Saadia Raja</p>

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
3	Provide a comprehensive Refugee "Move On" Policy	<p>Develop a "Move On" Policy to assist all Asylum Seekers dispersed to Middlesbrough</p> <p>Develop and implement a comprehensive resettlement programme in partnership with Housing Providers, Voluntary and STAT Agencies</p>	<p>Policy agreed</p> <p>Resettlement Officer post established</p> <p>Increase in numbers/speed of resettlement against March 2005 baseline</p>	<p>June 2005</p> <p>June 2006</p> <p>October 2006 followed by annual monitoring data</p>	Asylum Service Marilyn Gardner
4	Promote positive images of Asylum Seekers and Refugees	<p>Provide information on Asylum Services on Council Web-site</p> <p>Provide a "Question Board" for Council staff to answer queries/dispel myths about Asylum Seekers and Refugees</p> <p>Establish tool to monitor numbers of Asylum Seekers and Refugees experiencing Racial Abuse/Harassment</p>	<p>Web-site established and updated monthly</p> <p>Compliance with 24 hour response time to questions</p> <p>Reduction in number of Asylum Seekers and Refugees reporting experience of Racial Abuse/Harassment against October 2005 baseline</p>	<p>July 2005</p> <p>March 2006 Followed by quarterly monitoring</p> <p>October 2005 followed by annual monitoring data</p>	Asylum Service Marilyn Gardner/ Phil Hornby

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
5	Provide culturally sensitive services to meet the needs of BME service users with Learning Disabilities	<p>Audit current provision, and identify future requirements</p> <p>Produce action plan to address identified service developments</p> <p>Implement action plan</p> <p>Establish "User Satisfaction" methodology to measure improvements in service delivery</p>	<p>Audit completed</p> <p>Action plan produced</p> <p>Quarterly monitoring of action plan</p> <p>Measurable increase in satisfaction with services experienced by BME members and their carers against March 2006 baseline</p>	<p>June 2005</p> <p>April 2006</p> <p>June 2006</p> <p>March 2006 March 2007 March 2008</p>	<p>Learning Disabilities Ruth Hicks/ Saadia Raja/ Graham Clark</p>

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
6	Improve accessibility to Mental Health Services by members of the BME Community	<p>Establish BME workstream of Mental Health LIT</p> <p>Audit current provision/ barriers to access</p> <p>Produce action plan to address identified barriers</p> <p>Establish targets for ethnicity of recipients of Mental Health Services for 2005/06, 2006/07, 2007/08</p> <p>Awareness raising regarding Older People Mental Health Services BME communities.</p>	<p>Workstream group established</p> <p>Audit completed</p> <p>Action plan produced</p> <p>Measurable increase in ethnicity of recipients of Mental Health Services</p> <p>No of events/visits planned and completed. Two visits.</p>	<p>June 2005</p> <p>December 2005</p> <p>March 2006 followed by quarterly monitoring</p> <p>March 2007 followed by quarterly annual monitoring data</p> <p>March 2006</p>	<p>Mental Health Services Graham Allison</p> <p>Ruth Hicks/ Elaine Shephard</p> <p>Ruth Hicks/ Elaine Shephard</p> <p>Ruth Hicks/ Elaine Shephard</p> <p>Beverley Godfery</p>

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
7	Increase participation of members of the BME Community in consultation on social care policies, and service developments	<p>Identify barriers to participation in consultation events, and design future events to address barriers</p> <p>Visit Faith Groups to raise awareness of consultative processes</p> <p>Raise awareness/ accessibility of complaints procedure amongst BME service users and carers</p>	<p>Culturally sensitive consultation strategy produced</p> <p>3 visits completed</p> <p>Number of complaints from BME service users/carers proportionate to user/carers population</p>	<p>October 2005</p> <p>March 2006</p> <p>March 2007</p>	<p>Performance and Policy</p> <p>Tony Parkinson/ Chris Brown</p> <p>User Engagement Team</p>
8	Provide a high quality translation and interpreting service	<p>Establish minimum standards for recruitment and selection of translators and interpreters</p> <p>Maintain adequate complement of suitably trained translators and interpreters</p> <p>Continuous improvement/ best practice achieved through membership of NE T&I Service</p>	<p>Minimum standard established</p> <p>Activity data demonstrates adequate capacity</p>	<p>January 2006</p> <p>April 2006 followed by annual monitoring data</p>	<p>Translation and Interpretation Unit</p> <p>Saadia Raja</p>

Regeneration – Race Equality Action Plan 2005-2008

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
1	Improve customer care to increase satisfaction with service	Investigate extension of telephone translation service	Report Written	January 2006	DF/CM
2	Widen and deepen the reading experience of both individuals and communities	Promotion of housebound services to ethnic communities	Publicity distributed 10 members of the BME communities joining the housebound service (Both Middlesbrough and Stockton)	March 2006	DF/AS/RA/MH
3	Widen and deepen the reading experience of both individuals and communities	Extend Languages to meet immediate needs: Visits from children from Chernobyl	50 book issues	March 2006	DF/AH
4	Improve customer care to increase satisfaction with service	Add ethnicity category to online membership form	Evaluate data	Ongoing	JT
5	To deliver a programme of high quality, diverse events and projects: At least 2 projects to target/involve diverse population At least 3 projects to target/involve diverse population At least 4 projects to target/involve diverse population	Hold the annual Mela in Middlesbrough Develop Heritage Open Days – cross cultural elements Introduce the Town Hall open access cultural evenings Develop Cultural Winter Festival	Delivery of high profile annual Mela – 85% + participant satisfaction rating measured by sample audience interview “ “ “	July 2005 April 2006 April 2007 April 2008	JC JC JC PF JF JC

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
6	To involve diverse communities in future planning	Quarterly consultation with Mela Forum and other groups Identify other relevant groups for consultation	Feedback from meetings to inform service delivery Develop at least 1 further group replicating the good practice of the Mela Forum	Dates of meetings TBA April 2007	JC JC JH
7	To encourage people from diverse communities to participate in Arts Development projects.	Targeted project recruitment from BME communities	At least 2 major projects per year	April 2006	JH
8	To host performances about BME issues and/or include largely BME cast/crews and to encourage wider community ownership of venues.	To host BME shows at Middlesbrough Culture Sites	At least 3 performances per year (across Theatre, Town Hall, Hexagon, 5 Arts Spaces etc.) At least 4 performances (as above)	April 2007 April 2008	JC DL JC DL
9	To ensure that all people have equal access to information at the Tourist Information Centre (TIC) and Box Office, by phone, visit or IT contact.	- Maintain telephone translation service (phone or visit) - To review how phone translation service can be accessed through e-mail/IT.	Total enquiries vs. % of enquiries perceived as dealt with satisfactorily. 80% - (06 = 84%)	April 2006 April 2008	SN CW
10	Gain a broader understanding of Middlesbrough's African community. Compare and contrast with African people Cook came across during his voyages -Captain Cook Birthplace Museum.	Black History Month/ Sea People Exhibition. Link in with the African Oral History Project	Contemporary collection and temporary exhibition related to Teesside's African community. Relevant workshops	June to October 2005	Phil Philo

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
11	Work with at least one artist from a culturally diverse background per year for pre-opening programme (craft)	Programme relevant exhibition	No. artists from culturally diverse backgrounds included in pre-opening programme per year	April 2007	James Beighton
12	Work with an artist from a culturally diverse background on a major exhibition project within the opening year of mima (craft)	Programme relevant exhibition	No. artists from culturally diverse backgrounds included in the opening year of mima	April 2007	James Beighton
13	Seek funding to publish museum guidebook in different languages – Dorman Museum.	Seek funding e.g. from NEMLAC, Renaissance in the Regions, HLF	Develop book / series books in different languages	2006-2008	Ken Sedman
14	Develop an exhibition programme that reflects the interests of cultural groups – Dorman Museum.	E.g. birth marriage and death through the eyes of different cultures / ethnic groups	No. related exhibitions	2007-2008	Ken Sedman
15	Develop museum audiences amongst the BME community	Create general information flyer in Urdu and Arabic	Publication of flyer	Dependent upon funding via Nemlac. Hub diversity fund summer 2005	Anne Keville
16	Develop film project with young Asylum Seekers living in Middlesbrough	Research funding and participants	Production of film with young Asylum Seekers, if funding for research and production are realised	Mid 2005	Marie Neeson
17	Develop links with at least one BME group per year for target education projects	To form greater partnerships and links for the future	No. BME groups	2005-2008	Marie Neeson / Education team

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
18	Programme of information and activities in place that strengthens the museum's collections in items of ethnic minorities DM	Liase with local people from a variety of BME backgrounds	No. related donations or purchase of objects	2007	Ken Sedman
19	A look at the lives of navy wives in the 18 th century. CCBM	Production of a temporary exhibition, workshops and lecture series.	Production of temporary exhibition. Related workshops particularly for single parents. Relevant lecture series.	April-July 2005	Phil Philo
20	Monitor gender of artists involved in exhibition projects (pre & post opening of mima – craft)	Monitor gender or artists	% female / male artists	April 2006 and ongoing	James Beighton
21	To improve information about women focused exhibitions at the Dorman Museum	Work with partners to promote women and the Dorman Museum collection	To inform the marketing strategy for women.	2006-2008	Anne Keville
22	Develop links with women from Abingdon Sure Start Centre	Maintain links already made (Mela 04 display and project) and develop further ideas for skills-based creative work with this group	No. sessions with women	2005-2008	Marie Neeson
23	Host 2 exhibitions on women's issues	Develop displays	No. exhibitions	2005-2008	Ken Sedman
24	To ensure that the services provided by the Housing Assistance Team are accessible by all members of the community.	To review the Middlesbrough Housing Renewal Policy and Home Energy Conservation Act (HECA) Policy in accordance with appropriate legislation.	Diversity/Race Equality Impact Assessments to be completed and evidenced through scoping documents, newsletters and reports. % applicants making initial enquiry by age/ethnic origin/disability % applicants for grant by age/ethnic origin/disability % of completions by age/ethnic origin/disability	September 2005	Housing Assistance: Andrew Carr

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
25	To ensure that appropriate new documentation related to implementation of new Housing Assistance Procedures is available in minority ethnic languages.	To consider all documentation for translation into minority ethnic languages.	To engage translation service to produce documentation in minority ethnic languages.	June 2005	Housing Assistance: Andrew Carr
26	Promoting housing and homelessness services to BME groups.	Provide information in minority languages to promote services available through Erimus.	To be agreed with Erimus	August 2005	Strategy & Housing Needs: Terry Benstead Erimus

Environment – Race Equality Action Plan 2005-2008

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
1	Enhance access to departmental services	<ul style="list-style-type: none"> ● Increase engagement with local BME community ● To review key service area documentation such as the Local Transport Plan (LTP) and Annual Progress Report (APR) and establish which publications should be available in alternative languages. ● Key waste related leaflets such as The Refuse Collection Catalogue, Service Promises and Recycling leaflets to include information in languages other than English. 	<ul style="list-style-type: none"> ● OUTCOME OF NRF BID 'Improving road safety skills and creating better awareness for BME' ● Documents to be available in response to public demand giving improved information to services BME communities ● Services will be more accessible to BME groups. ● Demand for leaflets and feedback on varied formats will be monitored by established main point of contact 	<ul style="list-style-type: none"> ● Appointment of Assistant Road Safety Officer by May 2005 ● To be undertaken across service area by June 2005 ● Refuse Collection Catalogue runs from August - December and is reviewed annually. ● Service Promises and Recycling leaflets reviewed in line with Publicity Programme and in response to demand & 	<p>R Pluck (TDS)</p> <p>L Jackson (TDS)</p> <p>K Sherwood (STS)</p>

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
1 Cont		<ul style="list-style-type: none"> • To review current format of Albert Park leaflets and posters in respect of advertising future events and General Park updates. • Leaflets to be made available in English, Punjabi, Urdu, Arabic and Cantonese • Link with translation service to ensure all warden information leaflets are translated into the relevant languages 	<ul style="list-style-type: none"> • To improve information and access to services for BME • Create an improved understanding of the role of the warden by enhancing and increasing access to information for BME residents 	<p>feed- back monitored by main point of contact – <i>rolling programme</i></p> <ul style="list-style-type: none"> • Summer Events leaflets May 2005 • Spring & Summer leaflets January 2006 • All events leaflets available (in languages quoted) via Council web site by June 2006 • Completed for start of distribution by MELA 	<p>L Wellburn/ J Moody (STS)</p> <p>B Thompson (CPS)</p>

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
2	Targeting environment services most appropriate to community stakeholders and building on them	<ul style="list-style-type: none"> ● Promote the flooding policy in languages other than English. (<i>Specifically relating to University Ward – Park Vale / Croyden Rd area</i>) ● To identify and formally nominate a warden to take on the role of BME and Asylum seekers Liaison Warden. ● To provide relevant training and support to the warden identified. ● Produce “Welcome pack” for distribution to BME and Asylum Seeker families 	<ul style="list-style-type: none"> ● Information to be displayed on the council web site, providing improved access to BME groups. ● To provide a more pro-active, responsive warden service in respect of BME issues ● Raise awareness amongst the BME and Asylum seekers population of the Enforcement Teams role ● To provide a greater awareness and understanding to ethnic food businesses. This will be measured by the number of ethnic businesses participating and number of training sessions held 	<ul style="list-style-type: none"> ● To be developed by Street Scene technical staff and PDI unit by March 2006 ● Utilisation of ODPM grant funding to provide job enhancement for volunteer warden ● Training programme completed by May 2005 ● Completion by May 2005 with 500 distributed in first year 	<p>C Brown (STS)</p> <p>B Thompson (CPS)</p> <p>Sarah Ratcliffe (CPS)</p> <p>Sarah Ratcliffe (CPS)</p>

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
2 Cont		<ul style="list-style-type: none"> To support ethnic food businesses in their management of food safety legislation by providing training awareness sessions. Hazard Analysis Critical Control Pack (HACCP) pack available in minority ethnic languages 		<ul style="list-style-type: none"> First meeting of the businesses to be held May 2005. Work programme to be developed based on the outcome of initial meeting 	Sarah Ratcliffe (CPS)
3	Encourage greater engagement from the wider community	<ul style="list-style-type: none"> Publicise “ Language Interpretation Service- Prestige Network” and the availability of sport & leisure literature in other languages Work with partners such as Healthy Living in Middlesbrough, Middlesbrough Athletics Club and Middlesbrough Swimming Club to promote participation in council facilities Produce Leisure Link and (x4) publicity in minority Languages Establish the baseline figures in April 2005 for the proportion of ethnic minority Leisure Link card holders and aim to achieve year on year increases from 2005-08 	<ul style="list-style-type: none"> Improve the level of participation in Middlesbrough Council’s Sport & Leisure facilities by Middlesbrough’s ethnic minority population: 	<ul style="list-style-type: none"> June 2005 to April 2008 (In line with various programmes)	Diane Simon (CPS)

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
3 Cont		<ul style="list-style-type: none"> • Work with established community based facilities or groups • Work successfully with the Steering Committee to promote and organise the 2005 Sports Mela • Improve access to tennis facilities for BME groups • Work successfully with Acklam Tennis Club to deliver a successful programme 	<ul style="list-style-type: none"> • Deliver physical activity sessions that are appropriate and accessible to ethnic minority communities. Programme completed successfully with identified schools • Sports Mela to be held Sat July 16th 2005 • Tennis delivery in Abingdon School and Breckon Hill schools for children and families. • Provision of Asian Women's Tennis Activity at Acklam to complement Women's swimming sessions 	<ul style="list-style-type: none"> • March 2006 Deliver four programmes of 3-5 days duration across the year at Breckon Hill and/or Abingdon Schools) • July 2005 • Aim to attract 1,000 ethnic minority visitors and 200 active participants • Sept 2005 • August 2005 (Produce programme of 2005 events) 	<p>Scott Haydon (CPS)</p> <p>Jim Wattis/ Diane Harker (CPS)</p> <p>Diane Harker (CPS)</p> <p>Diane Harker (CPS)</p>

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
3 Cont		<ul style="list-style-type: none"> • Work successfully with Yorkshire Cricket Board and local clubs to deliver a successful programme • Provide and promote voluntary opportunities for asylum seekers • Increase the number of voluntary asylum seekers Wardens • To visit asylum seekers new to the area and provide them with welcome packs 	<ul style="list-style-type: none"> • Deliver cricket-coaching programme targeting ethnic minority youths and adults. • Improved social inclusion and understanding of issues relating to asylum seekers 	<ul style="list-style-type: none"> • October 2005 (Produce programme of 2005 events) • Four voluntary asylum seekers wardens to be identified by September 2005 • Development of training programme September 2005 	<p>Jim Wattis (CPS)</p> <p>B Thompson (CPS)</p>

Central Services – Race Equality Action Plan 2005-2008

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
1	Increase opportunities for accessing Community Leadership Skills	<ul style="list-style-type: none"> Promote access to IDeA Leadership Academy for Executive Members Allocate Budget 	<ul style="list-style-type: none"> Number of Members Interested in attending Actual take up 	<ul style="list-style-type: none"> April 2005 	Chris Davies
2	Positively promote local inclusivity through Citizenship Ceremonies	<ul style="list-style-type: none"> Carry out Citizenship ceremonies level of satisfaction survey 	<ul style="list-style-type: none"> Results of satisfaction survey Review of process if necessary 	<ul style="list-style-type: none"> 2005 2006 	Rob Wills
3	Increase voters' awareness of elections and electoral registration	<ul style="list-style-type: none"> Produce publicity in ethnic languages Contact mosques 	<ul style="list-style-type: none"> Raise awareness in BME communities <p>(uptake statistics not possible as voting is secret)</p>	<ul style="list-style-type: none"> 2005 General Election 2006 European Referendum 2007 Local Authority Elections 	Brian Siswell
4	To ensure that, upon request, any material we publish can be translated into different languages	<ul style="list-style-type: none"> -To liaise with translation service -To include strap line statement on public documents 	That the service will be improved as information is made available to a wider audience	Dec 2007	Scrutiny Support Team – Peter Clark
5	Team members to receive training in Race Relations (Amendment) Act	To ensure all 5 team members attend the relevant training	That the team members will have a raised awareness of race relations issues	Dec 2007	Scrutiny Support Team – Peter Clark

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
6	a) Produce corporate action plan from Language Needs Research b) Implement action plan	Complete research scoping exercise; Undertake further primary or secondary research; write up; and implement	a) Agreement of action plan by CMT and/or members b) Successful implementation of action plan	a) Summer 2005 b) To be determined, subject to a.	Partnership, Strategy and Information Team Helen Child
7	To comply with the Race Relations (Amendment) Act 2000	- Update the Race Equality Scheme - Scheme to be endorsed by CMT and Scrutiny - Publish the Race Equality Scheme - Raise awareness of the scheme with staff /stakeholders via briefing sessions, focus groups etc	Scheme will highlight how it aims to ensure that race issues are mainstreamed in all activities the Council undertakes	June 2005 July 2005 July 2005 Aug 2005	Corporate Diversity Officer
8	Ensure that all council buildings have signs in the appropriate BME languages	Audit of buildings in conjunction with the implementation of the new council identity	Embedding a diversity culture	Incremental change up to 2007	Communications Manager
9	Ensure that the BME community is encouraged and included in council initiatives	Find the appropriate means of including the BME community in the Cleveland Show	Embedding a diversity culture	July 2005	Communications Manager
10	To devise and develop recruitment information to attract more staff from ethnic backgrounds.	Analyse workforce to establish current % of ethnic staff. Work with HR to improve recruitment information.	A higher percentage of staff employed from ethnic backgrounds. Identify current % and increase it by 5%.	March 2006	Lesley Firman/Bryan Baldam

HBS – Race Equality Action Plan 2005-2008

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
1	To ensure that all communication is effective and adequate	Signs are in other languages than English and that Prestige network is utilised when required.	Continued access for all people in the community.	Ongoing	M. Charge
72	To improve workforce profile to reflect the makeup of BME community in Middlesbrough.	Continue to develop and implement new initiatives with particular attention to higher graded posts.	To increase the number of BME employees in higher graded posts	April 2006	L Maughan/J Rostron
3	BME employees Focus group to be self-sustaining.	Encourage more involvement from BME employees.	To increase the effectiveness of the Council's Diversity strategy	April 2006	J Rostron
4	To comply with new legislation in relation to maternity	Amend policies	Maintain effectiveness of People Strategy	Dependant on date Government bring it in force	J Rostron
5	To comply with Government guidance on Work/Life balance	Introduce Policy	To recruit and retain skills and experience	April 2006	J Rostron

NOS	RACE - OBJECTIVE	ACTION/TASK	OUTCOME / PERFORMANCE INDICATOR	TARGET DATE	RESPONSIBLE SERVICE & OFFICER
6	Assist the Council & HBS to raise the awareness of Council & HBS employees to the statutory requirements that the Council has to meet under the Race Relations Amendment Act (RRAA2000) and the Council's Race Equality Scheme (RES).	<p>1) Continue to deliver in-house RRAA 2000 legislation awareness briefings to all Service Areas.</p> <p>2) Continue to deliver in-house RES & Equality Impact Assessment training to designated Service Area employees.</p>	<p>1) Heads of Service meet their Diversity training attendance targets as set by CMT (Nov 2003).</p> <p>2) Nominated Service Area staff carry out Equality Impact Assessments on their Service-specific policies and procedures.</p>	<p>1) Ongoing</p> <p>2) Ongoing</p>	<p>HR Training & Development (Faith Hambley) and All Heads of Service</p> <p>HR Training & Development (Faith Hambley) and All Heads of Service</p>
7	Ensure all approved external Training providers who are commissioned via HR Training & Development to provide training to Council employees are aware of their obligations, and are committed, to support the Council, in meeting the Equalities Standard (level 2).	1) Provide details of the Council's Diversity Policy and RES to all approved external training providers and ask them to confirm their support in this.	1) Receipt of written acceptances from external training providers.	1) 30 April 2005 and ongoing	HR Training & Devt (Faith Hambley)

APPENDICES

Appendix A – Middlesbrough Population Statistics - Census 2001

	Total Population	Total households	Average household size	Total Ethnic Minority	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religions	No religion	Religion not stated	% of people with limiting long-term illness
Acklam	5,665	2,297	2.47	4.60	82.29	0.19	0.35	0.07	2.33	0.99	0.07	7.78	5.91	18.90
Ayresome	6,661	2,660	2.50	4.80	76.67	0.14	0.26	0.00	2.15	0.54	0.06	10.20	10.00	21.10
Beckfield	4,919	2,402	2.05	1.40	80.32	0.12	0.06	0.00	0.31	0.00	0.00	7.77	11.43	29.50
Beechwood	5,458	2,208	2.47	4.10	78.56	0.16	0.93	0.00	1.14	0.09	0.07	9.33	9.71	28.40
Brookfield	5,997	2,424	2.47	2.10	87.56	0.08	0.18	0.00	0.73	0.45	0.08	5.59	5.32	18.50
Clairville	5,706	2,368	2.41	2.70	76.01	0.00	0.09	0.05	1.42	0.09	0.16	11.11	11.07	25.90
Coulby Newham	8,657	3,574	2.42	2.20	82.66	0.15	0.09	0.00	0.58	0.14	0.09	9.04	7.24	22.40
Gresham	8,768	3,794	2.31	15.60	63.39	0.31	0.43	0.03	11.85	0.50	0.15	15.84	7.49	20.60
Hemlington	6,059	2,620	2.31	1.00	81.22	0.07	0.05	0.07	0.30	0.00	0.17	12.66	5.48	23.50
Kader	5,023	2,094	2.40	5.50	82.90	0.10	0.28	0.06	2.57	1.95	0.08	6.77	5.30	20.80
Ladgate	5,745	2,306	2.49	2.00	85.30	0.00	0.19	0.00	0.91	0.05	0.09	7.02	6.44	21.50
Linthorpe	8,170	3,105	2.63	10.50	71.68	0.13	0.10	0.11	8.94	0.33	0.13	11.10	7.48	18.40
Marton	4,866	1,919	2.54	3.10	84.71	0.06	0.18	0.00	1.5	0.84	0.06	8.18	4.46	16.90
Marton West	5,210	2,118	2.46	1.90	85.78	0.08	0.21	0.17	0.48	0.21	0.08	8.68	4.32	17.20
Middlehaven	4,070	1,922	2.12	22.60	57.69	0.42	0.39	0.10	17.37	0.25	0.44	13.00	10.34	26.10
North Ormesby and Brambles Farm	6,533	2,850	2.29	2.50	76.66	0.06	0.34	0.00	1.03	0.17	0.08	10.44	11.24	25.40
Nunthorpe	4,705	1,751	2.69	3.50	82.44	0.21	0.83	0.11	1.25	0.30	0.00	8.34	6.53	16.20
Pallister	6,025	2,493	2.42	1.40	81.86	0.05	0.05	0.00	0.41	0.00	0.05	9.16	8.41	28.00
Park	5,549	2,199	2.52	10.50	71.60	0.13	0.38	0.05	7.08	0.11	0.22	11.46	8.97	22.60
Park End	6,442	2,579	2.50	1.20	78.14	0.00	0.00	0.00	0.43	0.09	0.00	10.54	10.79	24.40
Stainton and Thornton	2,891	1,208	2.39	1.10	85.11	0.00	0.00	0.10	0.28	0.00	0.00	10.36	4.16	21.20
Thorntree	6,080	2,427	2.51	1.20	77.67	0.05	0.07	0.05	0.25	0.00	0.10	11.91	9.92	26.60
University	5,656	1,846	3.06	36.40	44.55	0.23	0.32	0.05	31.72	0.69	0.41	13.12	8.91	19.50
Middlesbrough	134,855.00	23,98.43	2.45	6.18	77.16	0.12	0.25	0.04	4.13	0.34	0.11	9.97	7.87	22.34

Appendix B – List of policies which are relevant to the general duty

CHILDREN, FAMILIES AND LEARNING

Community Education		
Year 1 - 2005/06 – Name of Policy	Year 2 - 2006/07 – Name of Policy	Year 3 - 2007/08 – Name of Policy
Drugs and Alcohol	Youth Service Curriculum Framework	Capacity Building
Youth Plan		Sex and Relationship Education (SRE)
ICT Policy		
School Improvement Service		
Teaching and Learning	Gifted and Talented	
Learning for 14-19		
Transition		
Curriculum		
Vulnerable Children		
Child Protection		

ENVIRONMENT

Environment		
Year 1 - 2005/06 – Name of Policy	Year 2 - 2006/07 – Name of Policy	Year 3 - 2007/08 – Name of Policy
Refuse Collection	Highway Maintenance Inspections	Street lighting Maintenance
Environmental Sustainability	Animal Health and Welfare (incl Dog Warden service)	Bereavement Services
Residents Parking	Emergency Planning	Rights of Way (incl. improvements plan review)

CENTRAL SERVICES

Performance and Policy		
Year 1 - 2005/06 – Name of Policy	Year 2 - 2006/07 – Name of Policy	Year 3 - 2007/08 – Name of Policy
Second Generation Local Public Service Agreement	Corporate Performance Plan	Corporate Performance Plan
Public Access Strategy	Investors in People Action Plan	e-Government Strategy
Corporate Performance Plan	Electronic Access Strategy	
Risk Management Strategy		
Communications Strategy		
Performance Management Minimum Standard		
Minimum Standard for Customer Care		
Corporate Consultation Strategy		
Legal & Democratic		
Member Development	Corporate Complaints	Internal protocols – member officer relationships
Strategic Resources		
Corporate Property Strategy		

HBS

Human Resources		
Year 1 - 2005/06 – Name of Policy	Year 2 - 2006/07 – Name of Policy	Year 3 - 2007/08 – Name of Policy
Flexible Working	Code of Conduct	Equalities in Employment
Leaving Procedures	Whistle blowing	Disciplinary Procedure
	Health and Safety	Grievance Procedure
	Appraisal	

REGENERATION

Libraries		
Year 1 - 2005/06 – Name of Policy	Year 2 - 2006/07 – Name of Policy	Year 3 - 2007/08 – Name of Policy
Fees & Charges (Review)	Social Inclusion Policy (Review)	Reading Strategy (Review)
Acceptable Use Policy (Review)		
Museums and Galleries		
Access Policy	Education Policy	
Planning and Regeneration Programmes		
Local Development Framework		
HECA	HECA	HECA
Middlesbrough Housing Renewal Policy		
Economic and Community Regeneration		
Community Strategy		
LSP Handbook		
Cluster Constitution		
Neighbourhood Renewal Strategy		
Community Centre Constitutions		
Community Council Constitution		
Economic Development Strategy		

SOCIAL CARE

Social Care		
Year 1 - 2005/06 – Name of Policy	Year 2 - 2006/07 – Name of Policy	Year 3 - 2007/08 – Name of Policy
Mental Health	Fairer Charging	Policy for People with Physical Disability
Direct Payments	Carers Support	



We will try to make a summary of this document available in other languages, Braille or large print on request.

سوف نحاول ان نجعل ملخص هذه الوثيقة متوفرة بلغات اخرى, الابزل وكتابة كبيرة عند الطلب.

ہم کوشش کریں گے کہ اس دستاویز کا خلاصہ دوسری زبانوں میں مہیا کیا جاسکے مزید
آپکی درخواست پر اسے بریل یا موٹے الفاظ میں بھی فراہم کیا جاسکے گا