
REPORT TO:	FINANCE & MANAGEMENT COMMITTEE	AGENDA ITEM:
DATE OF MEETING:	22 JUNE 2006	CATEGORY: DELEGATED
REPORT FROM:	DEPUTY CHIEF EXECUTIVE	OPEN:
MEMBERS' CONTACT POINT:	MIKE GREENWAY (EXT 8705)	DOC:
SUBJECT:	RACE EQUALITY ANNUAL REPORT 2005/6	REF:
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE:

1.0 Recommendation

1.1 It is recommended that:

Committee approve the Race Equality Annual Report for 2005/6.

2.0 Purpose of Report

2.1 To request that the Finance & Management committee consider and approve the Race Equality Annual Report for 2005/6.

3.0 Detail

3.1 The Council has a statutory responsibility to promote race equality, under the provisions of the Race Relations (Amendment) Act 2000.

3.2 To meet these provisions and comply with the 'general duty' as set out in the act, the Council has a Race Equality scheme (RES). This details where the Council's individual policies, functions and practices impact on race and the actions the Council will take to minimise negative impact and promote race equality. The RES has a 3-year action plan that is rolled forward.

3.3 The Council reports at the end of each municipal year, its progress with delivering the RES. Once approved the report is published.

4.0 Financial Implications

4.1 There are no specific financial implications arising from the report.

5.0 Conclusions

- 5.1 The RES ensures that the Council continues to play a key role in promoting race equality across South Derbyshire and the annual report is an essential tool for raising awareness of race equality.

SOUTH DERBYSHIRE DISTRICT COUNCIL

RACE EQUALITY SCHEME

End of Year Report 2005-06

Introduction

South Derbyshire District Council (the Council) is the local District Authority for South Derbyshire in England.

The District covers approximately 340 square kilometres and has a population of 86,500 (ONS mid 2004 estimate).

The Council has 36 elected members representing 17 wards and employs 380 people. Its Senior Management structure comprises a Corporate Management Team (CMT) consisting of a Chief Executive and 3 Directors, with 1 Director having the role of Deputy Chief Executive. 10 Heads of Service are responsible for managing the Council's Divisions.

Race Equality

The Race Relations Act came into force to outlaw racial discrimination in employment, training, education, housing, public appointments and the provision of goods, facilities and services.

The Council (as a public authority) is bound by the 'General Duty' set out in the Race Relations Act section 71(1) to promote race equality and in doing so: -

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

The aim of the duty is to make the promotion of race equality central to the work of a public authority.

Race Equality Scheme

Since 31 May 2002, it has been a requirement for the Council to have in place a Race Equality Scheme (RES) to set out how it will fulfil its statutory duties under the Race Relations (Amendment) Act 2000.

The RES was produced in 2003. An action plan updated annually forms part of the scheme.

The scheme also has to say how we plan to carry out the individual parts of the specific duty: -

- By examining our services to decide which are most relevant to race equality,

- By assessing and consulting on the likely impact of our proposed policies on the promotion of race equality,
- By monitoring our policies for any adverse impact on the promotion of race equality,
- By publishing the results of such assessments and consultation,
- By ensuring public access to information and our services, and
- By training our staff on race equality issues.

The Council also has a specific duty to monitor, by reference to the racial groups to which they belong, the numbers of:

- Staff in post,
- Applicants for employment, training and promotion,
- Staff who receive training, benefit or suffer detriment from performance assessment procedures, are involved in grievance or disciplinary procedures, or cease employment with the Council, and
- To publish the results of that monitoring annually.

Links to the wider equalities and diversity programme

The Council's undertakings on Race Equality are part of a much wider agenda for the Council, ensuring equality of opportunity both as an employer and a key local service provider across the district.

Equalities and diversity covers a wide range of issues including race, age, gender, disabilities and sexual orientation as examples.

The Council has made a commitment to implement the Equality Standard for Local Government and progressively achieve each of its 5 levels. The Council is currently at Level 1. It indicated an intention to achieve the levels progressively over a 5-year period, however it now believes that to achieve them effectively, a greater period of time needs to be allocated and will be revising its targets accordingly in its Best Value Performance Plan for 2006.

Promoting Race Equality – 2005/6 activity in general

Resources in the Policy & Economic Regeneration Division have been strengthened to enable a clearer focus on a number of high-level corporate activities - equalities and diversity being one particular area.

The new Principal Policy Officer has assumed a significant role in analysing the Council's approaches to equalities and diversity and refresh the corporate based officer group specifically set up to deliver the equalities agenda.

The officer group is the Equal Opportunities & Diversity Action Group (EO&DAG). The Council's Deputy Chief Executive has Corporate Management responsibility for this group.

Work this year has been undertaken to build the group's membership to ensure all Divisions are represented and that it has the capacity to progress the development and implementation of the RES and the Equalities agenda.

A key aspect of the achievements in 2005/6 has been the 2nd impact and needs assessment on the Council's functions, practices and policies; the 1st one was undertaken in 2002. The EO&DAG representatives carried out the review, working closely with their Divisional colleagues and Heads of Service. This review will now inform the re-development of the RES and its 3-year rolling action plan, which will be a major element of the work to be undertaken in the early part of 2006/7.

Action Plan 2005/6 - Tasks completed or underway

Action	Outcomes/achievements so far
<p>Clarifying the roles and responsibilities for both Officers and Members in relation to the development and delivery of the Race Equality scheme (RES) Action Plan</p>	<p>Member Champion was appointed to promote and drive forward the Council's work on equalities and diversity and social inclusion, within the elected member and decision-making environment.</p> <p>The Deputy Chief Executive has remained Lead Officer for the programme and is supported by the Principal Policy Officer (commenced with the Council July 05) in relation to implementing the programme.</p> <p>All new employees receive awareness raising on equalities and diversity as part of their induction training, which sets out what is expected of them in respect of the programme.</p>
<p>Develop a programme for building partnerships and networks with ethnic minority groups</p>	<p>The Council has made funding available to support a project in partnership with the Derby Race Equality Council (DREC), which will enable the Council to promote race equality and build the capacity to deal with complaints and investigations effectively.</p>
<p>Review the list of functions and policies that are prioritised for action, by relevance to race equality. Identify new policies or those likely to substantially change.</p>	<p>This was a significant part of the work in 2005/6 and was required under the practice of the general duty.</p> <p>The work has been completed and the register is now ready for publishing.</p>
<p>Publish the results of assessment, consultation and monitoring.</p>	<p>The Council has made capacity available for including all documentation relating to Race Equality and Equalities in general on its website. All documentation available at</p>

	<p>this stage has been placed on the site http://www.south-derbys.gov.uk/SocialIssues/Equal+Opportunities/</p>
<p>Ensure that all forms of Council communication (e.g. documents, forms, website etc.) are available, as required, in minority ethnic languages.</p>	<p>The Council's Customer Services unit has made significant progress in developing the capacity to make communication available in 5 languages that it has identified as representing the minority ethnic population of the district. The Council now has access to interpretation services.</p> <p>The development of this component will continue in 2006/7.</p>
<p>Review basic awareness training that is provided to all Members and Employees.</p>	<p>Initial review undertaken to determine content and delivery of the basic awareness-training package. Council's Human Resources Division has continued to deliver basic awareness training to all new employees and has in 2005/6 included any SDDC employees who have not had this training during their employment.</p> <p>Further review required to determine Member level training requirements and that of officers working within the EO&DAG.</p>

Action Plan 2005/6 - Tasks not commenced with

Action	Reasons with any remedial action necessary
<p>Review the existing Race Equality Scheme and introduce a revised RES for the following 3 year period</p>	<p>Review was not undertaken due to the need to review functions and policies. This will be rolled forward into 2006/7-action plan and will be an immediate priority.</p>
<p>Work with the South Derbyshire Local Strategic Partnership to promote race equality and race awareness and develop anti-racist policies</p> <p>Develop a programme for building partnerships and networks with ethnic minority communities.</p>	<p>Specific work with the SDLSP has yet to commence however the Council, through its Values and Attitudes Group, has strengthened activity with partners in allocating resources to work in partnership with DREC to promote race equality in South Derbyshire. This partnership arrangement will commence 1 April 2006.</p>

Undertake baseline assessment of current monitoring systems and establish appropriate monitoring systems	This is a particular area that will benefit from expert analysis from the DREC Caseworker and will be incorporated into the programme of work for 06/07.
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Best Value Performance Indicators (BVPI) and Targets

BVPI No.	Detail	Actual 2003/04	Actual 2004/05	Target 2005/ 06	Outturn 2005/06 *
2a	Level (if any) of the Equality Standard for Local Government to which the Authority conforms?	1	1	2	1
2b	The duty to promote race equality	36.8%	47%	57%	42%
11b	The percentage of top 5% earners from Black & Minority Ethnic (BME) communities	0%	0.0%	0.0%	0.0%
17a	The percentage of local authority employees from BME communities	0.3%	0.86%	0.86%	0.6%
17b	The percentage of the economically active BME community population in the authority area	2.6%	2.62%	2.62%	2.6%
74a	Satisfaction of tenants of council housing with the overall service provided by their landlord: All tenants	87%	87%	87%	87%
74b	Satisfaction of tenants of council housing with the overall service provided by their landlord: BME tenants	50%	50%	50%	50%
74c	Satisfaction of tenants of council housing with the overall service provided	87%	87%	87%	87%

	by their landlord: None BME tenants				
75a	Satisfaction of tenants of council housing with the opportunities for participation: All tenants	77%	77%	77%	77%
75b	Satisfaction of tenants of council housing with the opportunities for participation: BME tenants	100%	100%	100%	100%
75c	Satisfaction of tenants of council housing with the opportunities for participation: None BME tenants	77%	77%	77%	77%
164	Does the authority follow the Council for Racial Equality's Code of Practice in rented housing and follow the good practice standards for social landlords on tackling harassment included in the Code of Practice for Social Landlords: Tackling Racial Harassment	No	No	Yes	No
174	The number of racial incidents recorded by the Authority per 100,000 population.	No data	1.17	2.5	0
175	The percentage of racial incidents that resulted in further action.	No data	100%	100%	0%

* Outturn figures for 2005/6 are provisional as at 31 March 06 and are subject to audit

Programme for 2006-2009

Action Plan 2006 – 2007		
Action	Responsibility	Timescale
Leadership		
Work with the South Derbyshire Local Strategic Partnership to promote race equality and race awareness and develop anti-racist policies Develop a programme for building partnerships and networks with ethnic minority communities.	DCE	March 2007
Review the existing Race Equality Scheme and consult on an revised RES for the period 2006 to 2009	Head of Policy & Economic Regeneration	October 2006
Incorporate the revised RES into the draft Corporate Equalities Plan, in line with the programme to implement level 2 of the Equalities Standard	DCE	March 2007
Service delivery and standards		
Use the results of the race elements of the Equality impact Assessments to set objectives and targets in service plans. Establish action plans to achieve the targets.	Heads of Service	October 2006
Implement and operate the Caseworker project	Head of Policy & Economic Regeneration	July 2006
Profile all services to ascertain whether they are being provided to meet the needs to all ethnic groups the Council serves	CMT/Heads of Service	March 2007
Undertake baseline assessment of current complaint and monitoring systems and implement necessary improvements	Head of Policy & Economic Regeneration	September 2006
Implement the CRE Good Practice standards for social landlords on tackling racial harassment	Head of Housing Services	March 2007

Review, update and where necessary incorporate, race equality and other aspects of equalities into all corporate plans and strategies	CMT/Heads of Service	March 2007
Communication		
Review the Council's current procedure for reporting, recording, taking action and monitoring racial incidents and implement improvements	Head of IT & Customer Services and Head of Policy & Economic Regeneration	December 2006
Establish whether staff perceptions of equal opportunities for all ethnic groups are improving, through surveys and feedback via. team meetings	DCE/EO&DAG	March 2007
Publish all reviews and consultations on the SDDC website	Head of Policy & Economic Regeneration	March 2007
Members and employees		
Review current procedures for reporting, recording, taking action and monitoring of complaints by Members and Employees of the Council in relation to racial harassment / discrimination.	Head of Legal & Democratic Services and Head of Policy & Economic Regeneration	September 2006
Instigate specialist training to Employees who are dealing with racial complaints and reports of incidents	Head of Policy & Economic Regeneration	October 2006
Performance management		
Set and monitor targets in relation to Best Value Performance Indicator's and Local Performance Indicators	Head of Policy & Economic Regeneration	March 2007
Produce and publish RES Annual Report	Head of Policy & Economic Regeneration	March 2007

Action Plan 2007 - 2008		
Action	Responsibility	Timescale
Service areas to consult key service users, stake holders and partners on the review findings and take into account their views.	Heads of Service	2007
Race equality (and other equalities considerations) are fully integrated into the plans and strategies and the performance management systems of all service departments in relation to services, employment, partnership arrangements and procurement.	CMT / Heads of Service	2008
Demonstrate that services are being delivered that meet the needs of all ethnic groups in the communities the authority serves.	Heads of Service	March 2008
Ensure increasing confidence in reporting racial incidents	CMT / Heads of Service	March 2008
Ensure increasing satisfaction in the way racial incidents, resulting in further action, are handled	CMT / Heads of Service	March 2008
Achievement of level 2 of the Equality Standard.	CMT / EO&DAG	March 2008
Publish monitoring and performance data and set targets for forthcoming years	Head of Policy & Economic Regeneration	March 2008
Action Plan 2008 - 2009		
Review the list of functions and policies that are relevant to the General Duty	EO&DAG	2008
Revise the RES to address the general duty and each of the specific duties	EO&DAG	2008
Secure service outcomes for all ethnic groups and ensure reductions in differences	CMT	2009
Review and report on the Caseworker project	DCE	2009
Publish monitoring and performance data and set targets for forthcoming years	Head of Policy & Economic Regeneration	March 2009

Employee monitoring 05/06

Detail	Total Number of Employees 05/06	Actual BME % of total 05/06
The composition of the existing workforce by ethnicity	342	0.56%
Recruitment ¹	29	0.00
Promotion (includes assimilation to a higher grade) ¹	8	0.00
Grievance & Disciplinary (includes capability) ²	3.0	0.00
Training & Personal Development Review ³	204	2
Exit interview	6	1

1. All appointments are made in accordance with the Recruitment & Selection Procedures, and the Equalities and Diversity Policy. Positive advertising undertaken via links to BME community web-sites
2. Only grievances raised under the Council's formal procedure are included.
3. Based on employee training and development information returned to the Human Resources Division

Useful contacts:

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