

WEST DUNBARTONSHIRE COUNCIL

Report by the Chief Executive

Corporate and Efficient Governance Committee : 25 November 2009

Subject: Race Equality Scheme – Annual Report 2009

1 Purpose

- 1.1 The report summarises the annual report on the Race Equality Scheme prior to its amalgamation into the Single Equality Scheme 2009-12. The annual report is attached at Appendix 1.

2 Background

- 2.1 Equality legislation requires the Council to have Race, Disability and Gender Equality Schemes. In August 2008, the Council agreed to amalgamate these three schemes into a single scheme. This Scheme will replace the existing Race, Gender and Disability Equality Schemes. This new Draft Equality Scheme 2009/12 is also presented for consideration at this meeting. (Whilst there is a section within the scheme on the Gypsy Traveller Community, this signposts to the Gypsy Traveller Strategy 2008-11, which has been updated in 2009.)
- 2.2 In September 2009 a Final Report on the current Disability and Gender schemes was presented to this Committee. This report completes this process by providing an Annual Report on the current Race Equality Scheme.
- 2.3 An Action Plan progress report has been produced and is attached at Appendix 2. This has been approved by the Council's Equality and Diversity Working Group and formed the basis of this report.

3 Main Issues

- 3.1 The report sets out progress with the Race Equality Scheme both in terms of cross-cutting measures, and in areas specific to Race. The report provides some specific examples of progress made in terms of race equality, further detail on progress on cross-cutting measures was provided in the Report in Disability and Gender.
- 3.2 As the Race Equality Scheme is a 3 year scheme, many of the actions are being carried forward into the Single Equality Scheme.
- 3.3 Some key areas where progress has been made are on consultation and involvement. A Focus Group was held in December 2008 and links with existing groups have been made. We are aware however that there is further work to be done in extending consultation, and this is programmed. In addition, a student placement planned for early in 2010 will provide some extra resource

for the work to be done with Black & Minority Ethnic (BME) and Lesbian, Gay, Bisexual and Transgender (LGBT) communities.

- 3.4 There has also been progress in terms of Employment, with annual monitoring reports published in November each year. The Council is also striving to attract more BME workers via the recruitment portal for public sector vacancies and building links with appropriate organisations.
- 3.5 The Council is required to have distinct equality schemes for its Education services and this is reflected in a separate section of the report. The Education Equality & Human Rights Group has been set up and has identified the Rights Respecting Schools Award as a vehicle for taking forward equalities in Education.
- 3.6 The report concludes with a summary of the progress made in the scheme, and of the work which will continue into the new single Equality Scheme.

4 Personnel Issues

- 4.1 There are no specific personnel issues raised by the report.

5 Financial Implications

- 5.1 There are no specific financial issues raised by the report.

6 Risk Analysis

- 6.1 No formal risk analysis has been carried out. The report contributes to the Council's continuing compliance with its statutory equality duties.

7 Conclusions & Officers' Recommendations

- 7.1 Committee is asked to note the progress made under the existing Race Equality Scheme and to agree that this provides a sound basis for the forthcoming Equality Scheme 2009-12.

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Date: 30 October 2009

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Appendices: Race Equality Scheme 2008-11, Annual Report 2009
Race Equality Scheme, Action Plan Review 2009

Background Papers: Race Equality Scheme 2008-11

Wards Affected: All Wards