

EAST AYRSHIRE COUNCIL

CABINET – 2 DECEMBER 2009

RACE EQUALITY SCHEME 2008-2011

RACE EQUALITY SCHEME PROGRESS REPORT 2008-09

Report by the Depute Chief Executive/Executive Director of Corporate Support

1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to provide Cabinet with a progress report on the Race Equality Scheme.

2. BACKGROUND

- 2.1 Cabinet at its meeting on 19 November 2008, approved the Race Equality Scheme which outlined the Council's framework for meeting its obligations under the Race Relations Act 1976 (Amended) Act 2000.

- 2.2 Under the Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 the Council has a general duty to have due regard to the need to:-

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

- 2.3 In addition to this general duty the Council has placed upon it by Scottish Ministers through the Race Relations Act 1976 (Statutory Duties) (Scotland) Order 2002 certain specific duties which seek to contribute to the attainment of the general duty. These specific duties are:-

- (i) to produce a Race Equality Scheme and to review it at three yearly intervals;
- (ii) to set out within the Race Equality Scheme:-
 - which of the Council's functions and current and proposed policies are relevant to the general duty to promote race equality;
 - the arrangements for monitoring any adverse impact the Council's policies have on promoting race equality;
 - the arrangements for publishing the results of assessments, consultations and monitoring;

- the arrangements for making sure that people have access to information and services they provide;
 - the arrangements for training staff on issues that are relevant to the general duty.
- (iii) to monitor by ethnicity the Council's employment functions relating to the number of staff who:-
- receive training
 - benefit or suffer from performance appraisals
 - are involved in grievances
 - are subject to disciplinary action
 - end their service with the Council (for whatever reason)

3. PROGRESS

3.1 The Council has sought to promote equality of opportunity, eliminate discrimination and harassment and promote good relations amongst communities in East Ayrshire in a number of ways. Below is a summary of a selection of work carried out by the Council which includes:

3.1.1 Promote Equality of Opportunity

- Translation and Interpretation:

From April 2008 to April 2009, there were approximately 67 requests for interpretation and translation services at East Ayrshire Council covering 13 different languages, which consisted of a combination of telephone translation, face to face translation and interpretation.

The increase in Polish translation within schools in East Ayrshire highlighted a gap for Polish parents accessing education for their children. As a result a Polish parents group was established in Grange Academy to give parents an understanding of the curriculum within East Ayrshire.

- Community Engagement:

Equality Networks covering Race, Gender, Disability and Older People have been established to ensure that appropriate consultation and involvement takes place with the wider community. Members of these Networks contribute to and have membership of an Equality Forum which also contains Elected Members, Council Officers and representatives of Community Planning Partners within its membership.

This has allowed equality groups to be part of the decision making process within the Council through their involvement in both the Community Planning and Equality Forums.

3.1.2 Eliminate Discrimination and Harassment

- The Multi Agency Racial Incident Monitoring Group was established in 2003 to monitor initially racist crimes; however this was changed to the Multi Disciplinary Incident Monitoring (MADIM) in 2007 and extended to all equality characteristics. East Ayrshire Council along with partner agencies such as Strathclyde Police and the Procurator Fiscal's Office have robust systems in place to deal with reports of hate incidents and ensure that there is an immediate partnership approach not just in incidents involving race but other protected characteristics such as homophobia, disability and religion or belief.

3.1.3 Promote Good Relations Amongst Communities

- International Women's Day:

In March 2009 the Asian Women's Group with support from the Council organised an event to mark International Women's Day which was held at the Northwest Area Centre, Kilmarnock on Saturday 14 March 2009. The event brought together the four main cultural groups within East Ayrshire, these being Chinese, Asian, Polish and Scottish. The event took the format of information stalls and workshops and was attended by women from all over East Ayrshire representing the diverse communities. Over 60 women attended this event and feedback through evaluations was extremely positive.

- Show Racism The Red Card (SRTRC):

Show Racism The Red Card (SRTRC) is a national organisation delivering an anti-racist message across the UK via the provision of sport and in particular Football. SRTRC approached East Ayrshire Council with a view to delivering their national primary school based programme within the authority. The organisation has been active in East Ayrshire in recent years via partnership work with Kilmarnock Football Club.

A programme that met the needs of East Ayrshire Council was developed and delivered in the academic year 2006-07. Delivery of a new programme will take place in academic year 2009-10 with all 44 primary schools being offered the opportunity to participate in one 2 hour activity incorporating a 1 hour of football coaching session and 1 hour interactive workshop.

- Bi-Lingual Support:

The Bi-lingual Support Service not only supports bi-lingual pupils in East Ayrshire but also supports the families of bi-lingual pupils.

A Parents' Workshop was held in October 2008 in Kilmarnock for the parents of all bi-lingual pupils in nursery and P1 in primary school throughout East Ayrshire. The purpose of the workshop was to explain how parents of bi-

lingual pupils can support their child's early literacy and numeracy learning through their first language. A member of the Early Intervention team was also there to give the parents ideas and show them early literacy and numeracy strategies used in schools. Parents were also shown how the local environment can be used to support language learning. A video of bi-lingual parents in Edinburgh supporting their children through their first language was shown. Bi-lingual Assistants were in attendance to translate into Polish, Cantonese, Urdu and Punjabi.

3.1.4 Monitoring Employment Activities

- Monitoring of Council employees takes place in accordance with the Equality and Human Rights Commission employment monitoring guidelines.

This information is collated annually and is available on the Council's websites. The information allows the Council to monitor the number of employees from black and minority ethnic communities entering employment with the Council and those employees who cease employment. Figures form part of the annual reports of employee statistics to the Governance and Scrutiny Committee.

3.1.5 Monitoring of Employees

- The Council monitors employees as set out in 2.2 above using the Equality and Human Rights Commission's guidelines on the monitoring of employees. This information is analysed on an annual basis and published on the Council's websites.

This allows the Council to ensure that all employees have equal access to training opportunities and analyse any adverse impact on black and minority ethnic employees in respect of grievances and disciplinary actions. To date there have been no grievances submitted by or disciplinary actions taken against any black and ethnic minority employees of the Council.

4. POLICY AND LEGAL IMPLICATIONS

- 4.1 The Race Scheme Progress Report 2008-09 will enable the Council to meet its statutory obligations and its policy objectives in relation to the promotion of equality for all its citizens.

5. COMMUNITY PLAN

- 5.1 The Race Equality Scheme Progress Report 2008-09 contributes to the achievement of all of the Community Plan Themes.

6. FINANCIAL IMPLICATIONS

- 6.1 There are no financial implications arising at this time. Any future financial implications arising from action taken under the Race Equality Scheme Progress Report 2008-09 will be met from within existing departmental budgets.

7. RISK MANAGEMENT

- 7.1 The proposals contained within this report will allow the Council to meet its statutory obligations as an employer and provider of services.

8. RECOMMENDATIONS

- 8.1 The Cabinet is recommended to approve the Race Equality Scheme Progress Report 2008-09.

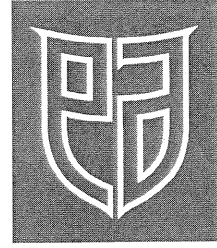
Elizabeth Morton
4 November 2009

BACKGROUND PAPERS

1. Race Relation (Amendment) Act 2000 – Report by the Depute Chief Executive/Executive Director of Corporate Support to Council on 19 November 2008.

Any person wishing further information should contact Martin Rose, Head of Human Resources, Tel: (01563) 576092.

Implementation Officer: Martin Rose, Head of Human Resources.



East Ayrshire

COUNCIL

**The Race Equality Scheme for East
Ayrshire Council 2008-11**

Progress Report 2008-09

EAST AYRSHIRE COUNCIL

The Race Equality Scheme for East Ayrshire Council 2008-11 Progress Report 2008-09

This report provides an update on action within the Council to promote equality of opportunity, eliminate discrimination and harassment and promote good relations amongst communities in East Ayrshire.

The report also gives an update of progress on the key recommendations stated in the Audit Scotland Report 'The impact of the race equality duty on Council services.'

Key Statistics

The table below shows the latest figures for ethnic breakdown for East Ayrshire population.

Ethnicity	East Ayrshire	Scotland
White	99.30	94.99
Mixed Race	0.15	0.25
Pakistani or Scottish Pakistani	0.15	0.63
Black or black Scottish	0.01	0.02
Chinese or Chinese Scottish	0.18	0.32
Indian	0.07	0.30
Other South Asian	0.04	0.12
Caribbean	0.01	0.04
African	0.02	0.10
Other Ethnic Group	0.05	0.19

In total, approximately 0.68% of people residing in East Ayrshire come from black and ethnic minority background. However secondary indicators such as the visibility of black and ethnic minority communities and the increasing number of children on schools rolls indicates a slight increase on the 2001 census.

Translation & Interpretation

From April 2008 to April 2009, there were approximately 67 requests for interpretation and translation services at East Ayrshire Council covering 13 different languages, which consisted of a combination of telephone translation, face to face translation and interpretation. The increase in Polish translation within schools in East Ayrshire highlighted a gap for Polish parents accessing education for their children. As a result a Polish parents group was established in Grange Academy to give parents an understating of the curriculum within East Ayrshire.

Engaging and Consulting with the Community

Within the Audit Commission's Best Value and Community Planning report 'Securing Continuous Improvement,' it was recognised that the Council wished to build on its achievements in engaging with the community by making engagement more systematic and more integral to driving improvements in service quality. Further, the Council also recognised that the development of local community planning may have the potential to increase community engagement and make the community planning process and, as a consequence, Council services more responsive to localised needs and aspirations.

In December 2007, the Council through consultation and involvement restructured the Local Community Planning structures to ensure that local community members were involved in the decision making process.

To complement this process and to work beyond our Public Sector Duties East Ayrshire Council at the Cabinet meeting on 5th December 2007 agreed that as part of its decision making arrangements, an Equality Forum would be established alongside the Local Community Planning Forums and the Young Peoples' Forum.

The Equalities Forum is supported by four Networks covering Race, Gender, Disability and Older People. The Forum consist of 16 community representatives, 4 from each of the Networks, 7 Elected Members and approximately 5 Council Officers Councillor Reid, the Leader of the Council Chairs the forum meets bi-annually in February and August. The first meeting of the Equality Forum was held in September 2008.

The 16 community representatives who sit on the Equality Forum are members of the Local Community Planning Forum; and this ensures that the equalities agenda is represented through the Community Planning Process.

This has allowed equality groups to be part of the decision making process within the Council through their involvement in both the Community Planning and Equality Forums.

Embedding Equality

The Equality Strategy Group is chaired by the Chief Executive to ensure all equality including race equality has a top priority within the Council. The Equality Strategy Group is supported by 4 Departmental Equality Groups to ensure that Equality information is disseminated throughout the Council.

Service plans all require inclusion of an equality statement for each service area and all team meetings include equality matters on the agenda.

All Elected Members have been trained in equality including race equality and equality training has also been delivered to the Executive Directors and Heads of Service. A web based equality training programme was purchased by the Council in 2008 which is being delivered to all employees within the Council on a phased basis. A similar non web based course will be delivered to all employees who do not have computer access from February 2010.

Equality Impact Assessments:

The Council adopted a new Equality Impact Assessment to ensure that all policies, strategies, plans, new initiatives etc. are assessed to ensure that through systematic assessments builds on what is currently being done is related to equality. This will help mainstream equality into policy development, implementation and day to day thinking and practice.

Eliminating Discrimination and Harassment

The Multi Agency Racial Incident Monitoring Group was established in 2003 to monitor initially racist crimes; however this was changed to the Multi Disciplinary Incident Monitoring (MADIM) in 2007 and extended to all equality characteristics.

East Ayrshire Council along with partner agencies such as Strathclyde Police and the Procurator Fiscal's offices have robust systems in place to deal with reports of hate incidents and ensures that there is an immediate partnership approach not just in

incidents involving race but other protected characteristics such as homophobia, disability and religion or belief etc.

East Ayrshire	Racial Crimes Reported	Racial Crimes Detected
April 2008-09	71	51

The numbers of detected incidents are those for which the Police were able to charge individuals and report to the Procurator Fiscals office. Reported racial crimes indicate the numbers of crimes that were actually reported but the Police were unable to find who was responsible for the crime.

Ayrshire Equality Partnership

In recognition of the growing black and ethnic minority community within North, South and East Ayrshire, the Council together with North, and South Ayrshire Councils and other key public agencies within Ayrshire, established the Ayrshire Race Equality Partnership. Key to the success of this partnership is the development of a common approach to common issues across Ayrshire and the maximisation of impact through the joint co-ordination of joint resources. In 2007 in line with new and emerging equality legislation the partnership extended its remit to cover all strands of equality and address cross-cutting issues.

Promoting Good Relations

The Council presently works with a number of black and ethnic minority groups and have developed a number of initiatives to promote good relations between communities in East Ayrshire. Below is a small sample of the work undertaken over the last year.

International Women's Day

In March 2009, the Asian Women's Group with support from the Council organised an event to mark International Women's Day which was held at the Northwest Area Centre, Kilmarnock on Saturday 14 March 2009. The event brought together the four main cultural groups within East Ayrshire, these being Chinese, Pakistani, Polish and Scottish. The event took the format of information stalls and workshops and was successfully attended by women from all over East Ayrshire representing the diverse communities. Over 60 women attended this event and feedback through the evaluations was extremely positive.

Show Racism the Red Card

Delivery of Equality Activities via Football

Show Racism The Red Card (SRTRC) is a national organisation delivering an anti-racist message across the UK via the provision of sport and in particular Football.

SRTRC approached East Ayrshire Council with a view to delivering their national primary school based programme within the authority. The organisation has been active in East Ayrshire in recent years via partnership work with Kilmarnock Football Club. A programme that met the needs of East Ayrshire Council was developed and delivered in the academic year 2006-07.

Delivery of a new programme will take place in academic year 2009-10 with all 44 primary schools being offered the opportunity to participate in one 2 hour activity incorporating a 1 hour of football coaching session and 1 hour interactive workshop.

The coaching and workshop programmes offered by Show Racism the Red Card are well publicised and evaluated.

The programme will target the primary 4 stage in the school. Where schools have more than one primary 4 class, all Primary 4's will be accommodated in the programme.

All schools will be encouraged to become involved in the programme however involvement will not be compulsory.

The programme will be delivered by Kilmarnock Football Club Community Football coaches. The coaches involved will firstly undertake a training session with SRTRC officials to enable the delivery of interactive anti-racist workshops.

The East Ayrshire programme will fully incorporate all SRTRC messages and branding. All appropriate resources such as videos, DVDs wristbands and posters will be purchased from the national organisation.

Bi-Lingual Support

The Bi-lingual Support Service not only supports bi-lingual pupils in East Ayrshire but also supports the families of bi-lingual pupils. Some of the activities under taken by the Bi-lingual Support Service during session 2008/09 include:

A Parents' Workshop was held in October 2008 in Kilmarnock for the parents of all bi-lingual pupils in nursery and P1 in primary school. The purpose of the workshop was to explain how parents of bi-lingual pupils can support their child's early literacy and numeracy learning through their first language.

A member of the Early Intervention team was also there to give the parents ideas and show them early literacy and numeracy strategies being used in schools. Parents were also shown how the local environment can be used to support language learning. A video of bi-lingual parents in Edinburgh supporting their children through their first language was shown. Dual language books and story bags as well as advice on how to use the resources with their children at home was also demonstrated.

Bi-lingual Assistants were in attendance to translate into Polish, Cantonese, Urdu and Punjabi.

Employment Monitoring

There are an estimated 0.68% of people from an ethnic minority background in the East Ayrshire Area.

0.32% of the Council's workforce comes from a black and ethnic minority background, which means that the Council is not as reflective of its population as it could potentially be. However the Council will continue to promote its interests in recruiting people from black and ethnic minority communities in future recruitment activities such as the Black and Ethnic Minority Recruitment Fair which was held in 2008 in order to encourage applicants from black and ethnic minority communities to apply for employment within the Council.

Workforce Profile

Workforce 2008/09	White	%	Ethnic Minority	%	Unknown
Total	6822	98.84	20	1.16	384
Leavers	490	99.39	3	0.61	3

The above information is collated annually and is available in more detail on the Council's websites. The information allows the Council to monitor the number of employees from black and minority ethnic communities entering employment with the Council and those employees who cease employment. Figures form part of the annual reports of employee statistics to the Governance and Scrutiny Committee.

Retention:

There have been no grievances submitted by or disciplinary action taken against black and ethnic minority employees of the Council.

Performance Appraisals

The Council does not operate formal Performance Appraisals systems. However, the Council has a clear commitment to the development and performance of its employees through East Ayrshire General Employee Review (EAGER), which encompasses all employees within the Council excluding teachers. The emphasis is on the line manager and employee jointly reviewing progress, agreeing objectives for the coming year, identifying training needs and establishing a plan of action to meet those needs. A key element of the review is the development of a Personal Development Plan. Activities identified in the Development Plan are then progressed individually, by Service units, or taken account of in the creation of the Departmental Learning and Development Plan.

A similar development and performance programme to EAGER is offered to all teachers through Professional Review and Development (PRD) on an annual basis.

The Impact of the Race Equality Duty on Council Services.

In November 2008, Audit Scotland published their report into the impact of the race equality duty on Councils' services, the report highlighted that although Councils across Scotland had developed policies on race equality the duty had not yet had a significant impact on the delivery of services or on people from minority ethnic communities.

The report made a number of recommendations on how Councils could promote race equality. The following are a list of the recommendations and this Council's progress against each recommendation:

Recommendation	Progress to Date	Targets for 2009-2010
Identify clear objectives and actions to improve the impact and outcomes of service delivery on minority ethnic communities.	A new action plan template is in development for the Council's new Single Equality Scheme which will identify clear objectives and outcomes to improve the impact of service delivery on minority ethnic communities.	To have in place and endorsed by Cabinet the Council's new Single Equality Scheme and Action Plan by September 2010.
Adopt a more effective programme of race equality impacts assessments that covers all service areas in a consistent manner, and results are properly implemented.	A new Equality Impacts Assessment toolkit was adopted by the Council earlier this year with a full training programme implemented from May 2008.	To have 100% all Equality Impacts Assessments published on the Council's websites.
Equip Councillors to undertake their responsibility for race equality by providing them with regular training on race equality duty and regular progress reports, including information about performance outcomes and the monitoring of impacts by services.	A comprehensive training programme was implemented in October 2007. To date Equality training has been delivered to Councillors, Corporate and Extended Management Team, 4 th Tier Managers and an web based Equality training programmes is being rolled out to all employees supported by a course for those employees	To have 50% of the workforce complete equality training by September 2010.

	who do not have computer access.	
Deliver improved learning and development programmes for staff at all levels, to provide them with the information, skills, knowledge and understanding they require, and monitor the impacts of this.	As above.	As above.
Regularly publish information on minority ethnic communities, the inequalities they encounter and their needs – and use this information to improve services.	The Ayrshire Equality Partnership was established in 2003 to ensure that issues across all equality strands could be addressed effectively in a partnership approach. The Partnership is made of representatives from East, North and South Ayrshire Councils, Strathclyde Police Force, Strathclyde Fire & Rescue, Procurator Fiscals Office and NHS Ayrshire & Arran.	To develop an action plan to pro-actively take forward equality issues including race equality for communities residing in the 3 Ayrshire Councils.
Improve consultation and engagement with minority ethnic communities to ensure a deeper understanding of their service needs and priorities.	The development of community Engagement structures in December 2007 established an Equality Forum supported by Equality Network to ensure members of East Ayrshire's diverse community are consulted.	To increase the number of black and ethnic minority community members engaged in the Equality Networks by 50%.
Make use of the guidance and good practice on Best Value to ensure that race equality schemes are integrated effectively in mainstream policy and service delivery processes.	The Council is in the process of developing a document incorporating Best Value 2 Equality Matrix mapped against the Strategic Self Assessment.	To incorporate this information as required into the Council's new Single Equality Scheme.
Work with partner agencies, including other	To work with the Ayrshire Equality	The Council will continue to work with

Councils and through community planning partnerships to:

- Share information, expertise and resources;
- To provide training and guidance for councillors and staff;
- Disseminate good practice.

Partnership to ensure that relevant material is published on a regular basis.

The Council is also a member of the Scottish Council Equality Network which that brings together employees from all 32 Councils to discuss equality matters.

The Council embarked on a full equality training programme in October 2007 to ensure that that equality training including race equality is delivered to Elected Members and all Council employees.

the partnership to ensure equality needs and issues are addressed collectively.

The Council will continue contributing to the group in order to share information, expertise and where appropriate resources.

To further develop equality training and deliver training to 50% of employees.