

**EAST AYRSHIRE COUNCIL**

**CORPORATE GOVERNANCE COMMITTEE  
16 FEBRUARY 2005**

**RACE RELATIONS (AMENDMENT) ACT 2000  
COUNCIL WIDE YEAR 3 SUMMARY UPDATE REPORT**

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

**1. PURPOSE OF REPORT**

- 1.1** To provide a joint summary report on the actions undertaken by the Council as a whole as well as the specific departmental actions by the Department of Corporate Support in response to the Race Relations (Amendment) Act 2000 during Year 3 of the Council's Race Equality Scheme.

**2. BACKGROUND**

- 2.1** The Council at its meeting of 24 October 2002, approved the adoption of a Race Equality Scheme for East Ayrshire in line with the Race Relations (Amendment) Act 2000.

- 2.2** The Race Relations (Amendment) Act places a general duty on public bodies to:

- (i) Eliminate unlawful racial discrimination
- (ii) Promote equality of opportunity
- (iii) Promote good relations between persons of different racial groups

- 2.3** Each department has prepared and submitted to its service committee a report outlining the impact of the Act upon their particular service following an initial assessment of functions and policies. This initial review formed the basis of a three year action plan which in turn would allow for a full review of the service and policy areas to take place.

- 2.4** Annual reviews covering the three year period of the Action Plan have been submitted to the appropriate service committees.

**3. CORPORATE OVERVIEW/....**

### 3. CORPORATE OVERVIEW

- 3.1 Year 3 reviews have now been completed and reports have been or are being submitted in the current cycle to the appropriate service committees.

### 4. EMPLOYMENT

- 4.1 There is a separate and specific duty on the authority to ensure that employment practices comply with the Act. This is an ongoing duty and as such does not fall within the Year 1 to 3 programming.
- 4.2 In this regard, the discipline and grievance policies and procedures have been reviewed to ensure that statistical analysis by ethnicity is recorded.
- 4.3 The Quarter 4 2004 Staffing Watch return indicates that the Council currently employs 5,258 employees (excluding teachers). Of this number 0.34% have identified themselves as being from an ethnic minority background. No one identifying themselves as being from an ethnic minority background was involved in formal disciplinary or grievance procedures conducted during the period 1 December 2003 to 30 November 2004. During the same period the Council received over 13,276 applications for employment of which 0.24% were received from individuals identifying themselves as being from an ethnic minority background. The statistical breakdown by ethnicity for 2004/2005 is as follows:-

<u>Asian</u>	<u>Black</u>	<u>Mixed</u>	<u>Other</u>	<u>White</u>
<u>Applications</u>				
13	3	4	1	4,793
<u>Interviews</u>				
6	Nil	2	Nil	1,091
<u>Appointments</u>				
1	Nil	1	Nil	218

- 4.4 The Head of Personnel has an additional responsibility for training within the scope of the Act and in-service training courses on Equality and Diversity, including race equality, are offered as part of the core training programme.

### 5. EDUCATION

- 5.1 There is also a separate duty under the Act for the Education Authority to promote race equality within schools. The detail of specific actions within Educational and Social Services have been reported to the Education Committee.

## **6. OTHER ACTIVITY**

- 6.1** The Council has played a key part in the establishment of the Ayrshire Race Equality Partnership. The Partnership comprises North and South Ayrshire Councils, the Police, Procurator Fiscals Office and NHS Ayrshire and Arran.
- 6.2** In 2005 the Partnership undertook a Needs Assessment Survey. The survey highlighted issues relating to community engagement and consultation where members of the ethnic minority community are not involved in community groups; issues relating to discrimination and racial abuse; issues relating to lack of awareness of how to submit a complaint about public services; issues relating to a perception of a lack of specialised support for members of the black and minority ethnic community; low access rates to premises such as libraries and sports centres and crucially a lack of awareness of the existence of Race Equality Schemes generally across all public service.
- 6.3** The results of the Needs Assessment Survey were launched in September 2005 with support from the Commission for Racial Equality and the Scottish Executive; the Survey results will be used to inform the Council's actions in relation to the service needs of the black and ethnic minority community within East Ayrshire.
- 6.4** The Council continues to consult the BME community through a variety of channels including the Ethnic Minority Consultative Forum as well as analysing feedback through the Council's official complaints procedure.

## **7. CORPORATE SUPPORT DEPARTMENTAL RESPONSE**

- 7.1** Within Corporate Support Year 3 assessments were carried out in respect of Media Work; Council Publications; Event Management; Graphics Section; External Funding and Public Health.
- 7.2** None of these Racial Impact Assessments conducted during Year 3 reviews identified any evidence or reason to believe that any racial groups are treated unfairly or in a discriminatory manner. It was further identified that all the functions/policies reviewed were commensurate with the three parts of the general duty.

## **8. FURTHER COUNCIL ACTION**

- 8.1** The Council has recently approved the Race Equality Scheme for 2005-2008 and the Action Plan contained therein will set the agenda for the next three years.
- 8.3** Departments will continue to report on an annual basis their progress against their Departmental Action Plan to the appropriate service committee. The Depute Chief Executive/Executive Director of Corporate Support will compile a composite report that will be reported annually to this committee.

## **9. FINANCIAL IMPLICATIONS**

- 9.1** Development of departmental responses to the specific duties of the Act will be considered by Executive Directors as they develop their service responses to the legislation. Any financial implications arising from this work will be reported to service committees in the normal way.

## **10. POLICY/LEGAL IMPLICATIONS**

- 10.1** The continued compliance by departments with the Council's Race Equality Scheme will ensure that the Council complies with the requirements as laid down by the Race Relations (Amendment) Act 2000 and by the Scottish Parliament.

## **11. RECOMMENDATIONS**

- 11.1** The Committee is asked to note the content of this report.

Elizabeth Morton  
Depute Chief Executive/Executive Director of Corporate Support  
MHR  
6 February 2006

### **LIST OF BACKGROUND PAPERS**

- 1.** Report to the Depute Chief Executive/Executive Director of Corporate Support to Council on 8 December 2005
- 2.** Report by the Depute Chief Executive/Director of Corporate Resources to Corporate Governance Committee on 10<sup>th</sup> February 2004
- 3.** Report by the Depute Chief Executive/ Director of Corporate Resources to Policy and Resources on 11 February 2003.
- 4.** Report by the Depute Chief Executive/ Director of Corporate Resources to Policy and Resources on 24 October 2002.

Anyone wishing further information concerning this report should contact Martin Rose, Head of Personnel, telephone (01563) 576092.