

EAST AYRSHIRE COUNCIL

POLICY AND RESOURCES COMMITTEE - 19 SEPTEMBER 2006

CORPORATE SUPPORT RACE EQUALITY ACTION PLAN

Report by Depute Chief Executive/Executive Director of Corporate Support

1. PURPOSE

- 1.1 The purpose of this report is to submit for approval the Department of Corporate Support's Race Equality Action Plan as required under the Council's Race Equality Scheme 2005-2008.

2. BACKGROUND INFORMATION

- 2.1 At the meeting held on 8 December 2005 the Council approved the Race Equality Scheme 2005 – 2008.
- 2.2 In approving the Race Equality Scheme the Council instructed each Executive Director to submit to the relevant Committee a revised Departmental Action Plan. This report implements that instruction.

3. LEGAL/POLICY IMPLICATIONS

- 3.1 The implementation of this Action Plan will assist the Council to meet its statutory obligations under the Race Relations (Amendment) Act 2000 and related legislation.

4. RECOMMENDATION

- 4.1 The Committee is recommended to approve the attached Race Equality Action Plan 2005 - 2008 for the Department of Corporate Support as attached at Appendix 1.

Elizabeth Morton
Depute Chief Executive &
Executive Director of Corporate Support
11 September 2006

Background Papers

1. Review of the Race Equality Scheme 2002 – 2005 and the Race Equality Scheme 2005 – 2008 – East Ayrshire Council – 5 December 2005

EAST AYRSHIRE COUNCIL

RACE EQUALITY SCHEME 2005-2008

DEPARTMENT OF CORPORATE SUPPORT ACTION PLAN TO MEET GENERAL
AND SPECIFIC DUTIES

OBJECTIVE	ACTIVITY	ACTIONS	TIMESCALE	LEAD OFFICER/SERVICE
1	Review arrangements for elected member involvement in Race Equality		November 2006	Chief Executive and Head of Administration and Legal Services
2	Ensure that Race Equality Scheme is publicised effectively		July 2006	Head of Personnel and Head of Corporate Development and Communications
3	Ensure that there is an appropriate departmental structure to monitor Race Equality Scheme		October 2006	Departmental Management Team
4	Review interface between Race Equality Scheme and other equality duties		December 2006	Departmental Management Team
5	Identify relevant functions and policies	Review current list of functions and policies contained in Race Equality Scheme (2002-2005)	September 2006	All Heads of Service

6	Assess and consult on likely impact of proposed functions and policies	Build in this requirement to all policy development and within reports submitted to Committees	January 2006 for Committee reports and ongoing thereafter	All Heads of Service
7	Monitor policies and functions for adverse impact	Ensure that relevant staff are trained in carrying out Impact Assessments.	November 2006	All Heads of Service
8	Publish the results of assessments, consultation and monitoring	Ensure that relevant publications contain information relating to all aspects of the Race Equality Scheme and actions arising from it.	Per publication schedules	All Heads of Service
9	Making sure the public have access to information and services	Review existing publicity and information arrangements.	September 2006	All Heads of Service
10	Training employees	Review existing arrangements for providing race equality training.	October 2006	Head of Personnel and Heads of Service
11	Monitoring employment activities	Review arrangements for monitoring employment information to ensure consistency and comprehensiveness	July 2006	Head of Personnel