

EAST AYRSHIRE COUNCIL

SOCIAL WORK COMMITTEE : 3 NOVEMBER 2005

RACE EQUALITY ACTION PLANS

Report by the Executive Director of Educational and Social Services

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to inform members of the Social Work Committee of progress in implementing the Race Equality Action Plan.

2. BACKGROUND

- 2.1 At Social Work Committee of 9 September 2004 a report was presented which set out progress against the Race Equality Action Plan for 2003-04.
- 2.2 At Policy and Resources Committee of 20 September 2005 a report was presented which set out information regarding the outcome of the survey "*Assessing the Needs of Black and Minority Residents of Ayrshire*". This highlighted some of the challenges facing public bodies in Ayrshire. The report is currently being considered by officers across Council services.

3. PROGRESS

- 3.1 Appendix 1 sets out progress in relation to the action plan for 2005-06. It is proposed to retain a number of actions in recognition of the need to ensure ongoing monitoring. These include actions in relation to the accessibility of public information, monitoring of complaints and strategic planning. It is further proposed to revise some actions and these are set out in the appendix.
- 3.2 The Council's Race Equality Scheme is currently under review. Any further revision to action planning as a result of this review will be adopted.

4. FINANCIAL IMPLICATIONS

- 4.1 The priorities set within the Action Plan are met within existing resources.

5. LEGAL AND POLICY IMPLICATIONS

- 5.1 Recommendations set out in the Committee report comply with requirements laid down by the Race Relations (Amendment) Act 2000 and associated statutory and non statutory codes of practice. It is also in line with the Council's Race Equality Scheme.

6. COMMUNITY PLANNING IMPLICATIONS

- 6.1 The Race Relations Action Plan is consistent with and supports the promotion of social justice and social inclusion, one of the five guiding principles inherent within the East Ayrshire Community Plan.

7. RECOMMENDATIONS

7.1 it is recommended that members:

- (i) approve the progress made in relation to Race Equality Action Plans;
- (ii) ask the Executive Director of Educational and Social Services to further report progress on an annual basis; and
- (iii) otherwise note the contents of this report

John Mulgrew
Executive Director of Educational and Social Services
6 October 2005
Enc (1)

LIST OF BACKGROUND PAPERS

1. Race Relations (Amendment) Act 2000
2. Duty to Promote Race Equality in Scotland; Statutory Code of Practice and Non Statutory Guidance for Public Authorities – Commission for race Equality in Scotland, January 2003
3. Policy and Resources Committee 20 September 2005: Ayrshire Race Equality Partnership

Members requiring further information should contact Kay Gilmour, Head of Community Support (Tel: 01563 576014), or Eddie Fraser, Senior Manager, Community Care (Tel: 01563 554825).

IMPLEMENTATION OFFICER: JACKIE DONNELLY

EAST AYRSHIRE COUNCIL

DEPARTMENT OF EDUCATIONAL AND SOCIAL SERVICES

PROGRESS REPORT RACE EQUALITY SCHEME –
SOCIAL WORK MONITORING FRAMEWORK AND ACTION PLAN

PROGRESS AS AT SEPTEMBER 2005

	ACTION	OUTCOME	BY	TIMESCALE	Progress to Date as at September 2005
1.	Ensure information on ethnic origin is recorded appropriately onto SWIFT and service specification databases at point of referral.	Accurate information on uptake of services by individuals of minority ethnic origin is maintained.	Service Units and Reception & Anti Poverty Services (RAPS).	January 2004	Achieved. Continuous implementation. New action proposed – see below.
2.	Analyse information generated by SWIFT and service specific databases in relation to the provision of services to people of minority ethnic origin.	Issues concerning pattern and level of uptake of service provision by individuals of minority ethnic origin are identified	Quality Assurance Planning and Review Team (QAPR) and Service Units.	March 2004	Achieved. Continuous implementation and reflected in all formal reports, returns and strategic planning documents. New action proposed – see below.
	<p>PROPOSED NEW ACTION TO REPLACE 1 AND 2 ABOVE:</p> <p>Report annually to SW Committee on uptake of services by individuals of minority ethnic origin.</p>	Accurate information on uptake of services by individuals of minority ethnic origin is publicly reported.	Performance and Development	Annually as part of progress report.	In 2004 – 05 the number of recorded service users from Bangladeshi, Black African, Black Caribbean, Black other, Chinese, Indian and Pakistani minority ethnic backgrounds was 24. (Individual totals have been excluded to ensure confidentiality).

Appendix 1

3.	<p>Identify public information and communication needs of minority ethnic groups (include language, format and interpreting) through liaison with representative organisations (utilising existing council links where appropriate).</p> <p>This action to be retained in reflection of ongoing commitment to production of accessible information</p>	<p>Public information and communication requirements of individuals of minority ethnic origin are addressed through the Social Work Public Information and Communication Strategy and the provision of information as appropriate.</p>	<p>QAPR and Service Units.</p>	<p>January 2004</p> <p>Revised: March 06</p>	<p>Achieved.</p> <p>Continued liaison via Community Learning and Development Service as appropriate.</p> <p>Key information material is available in community languages and additional interpreter services are accessed as required.</p> <p>All frontline staff have access to <i>language line</i>.</p>
4.	<p>Ensure mechanisms are in place for ensuring complaints of racial harassment and discrimination are recognised and responded to effectively.</p> <p>This action to be retained in reflection of ongoing commitment to monitoring complaints of racial harassment and discrimination.</p>	<p>Incorporate clauses within the planned revision of the SW complaints procedure which will ensure the ability to recognise and respond appropriately to complaints of racial harassment and discrimination.</p>	<p>QAPR</p>	<p>March 2004</p>	<p>Achieved. Formal complaints received within Social Work Services are responded to in line with the national requirements for Social Work complaints procedures. Outcome of Scottish Executive review still awaited.</p> <p>Joint arrangements in relation to complaints have been agreed with the Care commission and are being explored with Health colleagues.</p> <p>Social Work complaints are reported through the corporate process which incorporates a requirement to identify any complaints that relate to discrimination.</p>

Appendix 1

5.	<p>Ensure involvement of individuals representing minority ethnic communities and interests in strategic planning and consultation activity.</p> <p>This action to be retained in reflection of ongoing commitment. Evidence of achievement will be reflected in the various strategic planning documents produced by SW.</p>	<p>Specific needs of minority ethnic communities are appropriately recognised in planning processes and documents.</p>	<p>Sections and QAPR</p>	<p>Ongoing</p>	<p>Achieved. All strategic planning processes within Social Work consider the specific needs of people from minority ethnic communities.</p>
6.	<p>Conduct audit of staff training and information needs in relation to race equality.</p>	<p>Identify additional training and information needs of social work staff in relation to race equality with a view to ensuring that staff are equipped to adopt a culturally sensitive approach in all circumstances.</p>	<p>QAPR, Training Team and Service Units.</p>	<p>March 04</p>	<p>Achieved. A Review of Training within Social Work has taken place in conjunction with a parallel audit of training needs. As a consequence. The training function will be integrated into Community Care and children and Families sections ensuring a close focus on meeting the needs of service users. New action proposed – see below.</p>
	<p>PROPOSED NEW ACTION TO REPLACE 6.</p> <p>Ensure continued commitment to training staff in relation to race issues via new management arrangements for Training.</p>	<p>SW staff are able to evidence training in CPD requirements to SSSC.</p>	<p>Performance and Development</p>		