

EAST AYRSHIRE COUNCIL

SOCIAL WORK COMMITTEE: 2 NOVEMBER 2006

RACE EQUALITY ACTION PLAN UPDATE

Report by 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 and to approve the Plan up to 2008.

2. BACKGROUND

- 2.1 As part of the Council's approach to implementing the Race Relations (Amendment) Act 2000 the Council required to publish and implement a Race Equality Scheme. One of the responsibilities arising from that Scheme is for each service department to produce a Race Equality Action Plan. The Council approved a report on 8 December 2005 which set out a review of the Race Equality Scheme 2002-2005 and approved the Race Equality Scheme 2005-2008.
- 2.2 The report presented to Social Work Committee of 3 November 2005 provided Members of the Social Work Committee with information regarding progress in relation to the Action Plan. At that stage all key aspects of the Plan were well developed.

3. MONITORING

- 3.1 In East Ayrshire, 0.6% of the population is from Black or ethnic minority origin. Social Work records and monitors the ethnic origin of service users. As at 6 October 2006, 10 service users were recorded as having originated from Bangladeshi, Black Caribbean, Black Other, Chinese, Pakistani or Indian ethnic backgrounds representing 0.14% of the current caseload of the service.

4. ACTION PLAN

- 4.1 The proposed Action Plan up to 2008 is attached as Appendix 1. The format of this may be reviewed when the new disability and gender equalities duties are introduced.

5. NEW DUTIES

- 5.1 New duties are being progressively placed on public sector bodies. In December 2006 there will be a requirement for the Council to produce a Disability Scheme and by April 2007 a Gender Equality Scheme requires to be put in place. The Chief Executive is currently chairing an Equalities Strategy Group which is considering the implications of these two new duties. Departmental responsibilities arising from these will be brought to a future Social Work Committee for its consideration.

6. FINANCIAL IMPLICATIONS

- 6.1 Monitoring and evaluation is routinely built into the core business of the department. However, in order to retain a sharp focus on equality issues the opportunity is taken to fund specific initiatives and projects which raise awareness of equalities and cultural diversities. Funding for these initiatives are generally identified within the resource allocation to the department.

7. LEGAL AND POLICY IMPLICATIONS

- 7.1 Recommendations set out in the Committee report comply with the requirements laid down by the Race Relations (Amendment) Act 2000 and associated statutory and non-statutory codes of practice.

8. COMMUNITY PLANNING IMPLICATIONS

- 8.1 Monitoring, evaluating and promoting race equality and diversity is consistent with and supports the promoting of social justice and social inclusion, one of the five guiding principles inherent in East Ayrshire's Community Plan.

9. RECOMMENDATIONS

- 9.1 It is recommended that Members of the Social Work Committee:
- (i) approve priorities set until 2008;
 - (ii) note progress in achieving the priorities set for 2005/06; and
 - (iii) ask the Executive Director of Educational and Social Services to return on an annual basis.

Graham Short
Executive Director of Educational & Social Services
6 October 2006
KG/SR
Encl (1)

LIST OF BACKGROUND PAPERS

1. Social Work Committee 27 March 2003: Race Relations (Amendment) Act 2000.
2. Social Work Committee 9 September 2004 : Race Equality Action Plans.
3. Council Meeting 8 December 2005: Review of the Race Equalities Scheme 2002-2005 and the Race Equality Scheme 2005-2008.

Members wishing further information should contact Kay Gilmour, Head of Community Support , Tel: (01563) 576104

IMPLEMENTATION OFFICER: KAY GILMOUR

RACE EQUALITY ACTION PLAN PAPER

A ACCESSIBLE SERVICES

ACTIVITY	ACTION	BY WHEN
Provision of information to assist children and young people and adults access services.	Key information in accessible formats	Ongoing
Support to access services for people whose first language is not English.	Access to interpreting services	Ongoing

B STAFFING

ACTIVITY	ACTION	BY WHEN
Staff appropriately trained in equality and diversity issues	(i) All staff to have an equality and diversity briefing.	2007/08
	(ii) Equalities Seminar held for senior managers.	2006/07
	(iii) Equalities built into induction programmes	2007/08
Equalities and diversity built into training materials, courses, and other staff development.	Staff development materials and courses equalities proofed.	2007/08

C COMMUNITY CAPACITY

ACTIVITY	ACTION	BY WHEN
Provide support to ethnic minority community groups to develop their capacity	(i) develop capacity of community organisations to deliver services	Ongoing
	(ii) monitor the support given to community groups and identify gaps	2006/07
	(iii) be responsive to the changing population to ensure support is given to the development of new community groups	2007/08
	(iv) Ensure through contractual and monitoring arrangements that independent sector providers meet the needs of service users from minority ethnic backgrounds.	Ongoing

D CONTINUOUS IMPROVEMENT

ACTIVITY	ACTION	BY WHEN
Analysis used by Senior Managers to inform future policy and practice	Performance data monitored and analysed by ethnicity	Ongoing
Improvements in service delivery made as a result of complaints.	Complaints monitored as part of performance management arrangements.	Ongoing

E SELF EVALUATION

ACTIVITY	ACTION	BY WHEN
Audit provision for promoting racial equality within the curriculum	Undertake audit using Promoting Racial Equality in Your School – An Audit Toolkit (CERES)	June 2007
Evaluate quality of provision using frameworks within the HGIOS series	Establishments to agree and carry out evaluation of: <ol style="list-style-type: none">1. Promoting Racial Equality2. Educational Provision for Bi-lingual Learners3. Education for Citizenship4. International Education	4 year cycle of evaluations
Audit and evaluate quality of provision within Social Work	EFQM and Service Review processes.	Annual cycle of EFQM assessments. Agreed programme of Service Reviews.