

EAST AYRSHIRE COUNCIL

SOCIAL WORK COMMITTEE – 9 SEPTEMBER 2004

RACE EQUALITY ACTION PLAN

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.

2. BACKGROUND

- 2.1 At Social Work Committee of 27 March 2003 a list of functions were agreed as priorities for the development of the Social Work Race Equality Action Plan under the requirements set out in the Council's Race Relations Scheme.

Subsequently, at Social Work Committee of 11 September 2003, approval was given for the Social Work Race Equality Action Plan.

3. PROGRESS

- 3.1 Good progress has been made against all the actions identified in the Action Plan. Appendix 1 sets out progress against the priorities. The overall priority for 2004/5 will be to ensure that the information gathered from the systems put in place will be used to monitor and improve relevant aspects of service delivery, including staff development and training.

4. FINANCIAL IMPLICATIONS

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

5. LEGAL AND POLICY IMPLICATIONS

- 5.1 The recommendations set out in this Committee report comply with the 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. RECOMMENDATIONS

- 6.1 It is recommended that Members of the Social Work Committee:
- (i) endorse the progress made in relation to the Race Equality Action Plan;
 - (ii) ask the Executive Director of Educational and Social Services to report progress on an annual basis; and

(iii) otherwise note the contents of this report.

John Mulgrew
Executive Director of Educational and Social Services
24 August 2004
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 Racial Equality in Scotland January 2003.

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EAST AYRSHIRE COUNCIL

DEPARTMENT OF EDUCATIONAL AND SOCIAL SERVICES

PROGRESS REPORT RACE EQUALITY SCHEME – SOCIAL WORK MONITORING FRAMEWORK AND ACTION
PLAN 2003/04

PROGRESS AS AT SEPTEMBER 2004

	ACTION	OUTCOME	BY	TIMESCALE	Progress to Date as at September 2004
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	All service users presenting through Reception Services have their ethnic origin logged by Team Leader (Reception Services). Guidance has been issued to other Team Leaders to ensure that this information is clarified and revised as necessary.
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	All reports to Scottish Executive and analysis of service users of Social Work Services, include information on the ethnic origin.
3.	Identify public information and communication needs of minority ethnic groups (include language, format and interpreting) through liaison with representative	Public information and communication requirements of individuals of minority ethnic origin are addressed through	QAPR and Service Units.	January 2004	Main links are made through support provided by the Community Learning and Development Service; through analysis of the 2001 census and information from existing service users.

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	organisations (utilising existing council links where appropriate).	the Social Work Public Information and Communication Strategy and the provision of information as appropriate.			Key information material is available in community languages and additional interpreter services are accessed as required. All frontline staff now have access to language line.
4.	Ensure mechanisms are in place for ensuring complaints of racial harassment and discrimination are recognised and responded to effectively.	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.	QAPR	March 2004	Formal complaints received within Social Work Services are responded to in line with the national requirements for Social Work complaints procedures. East Ayrshire's Social Work Complaints procedure will be revised in the light of anticipated guidance from the Scottish Executive. Social Work complaints are reported through the corporate process which incorporates a requirement to identify any complaints that relate to discrimination.
5.	Ensure involvement of individuals representing minority ethnic communities and interests in strategic planning and consultation activity.	Specific needs of minority ethnic communities are appropriately recognised in planning processes and documents.	Sections and QAPR	Ongoing	All strategic planning processes within Social Work consider the specific needs of people from minority ethnic communities. Public involvement and consultation activity will be further developed in tandem with East Ayrshire Local Health Care Co-operative as part of the Joint Future and "For Scotland's Children"

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					<p>agendas and the requirement of the National Health Service Reform Act.</p> <p>The Ayrshire Race Equality Partnership is accessing the needs of minority ethnic communities. This will inform future planning.</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>The East Ayrshire Social Work Services Training section undertook a full audit for the period 1999-2003 and identifies that 193 Social Work staff have undertaken training based on 5 courses including, "Promoting Equality"; Promoting Equality, Diversity and Rights" and Values and Anti-Oppressive Practice.</p> <p>It is mandatory that social workers undertaking training to be Mental Health Officers or Practice Teachers must undertake a suitable equality training course.</p> <p>Review of the Training section is planned for later in 2004 and the continued provision of anti discriminatory practice training will be addressed with a view to enhancing and developing.</p>