

**EAST AYRSHIRE COUNCIL**

**SOCIAL WORK COMMITTEE - 11 SEPTEMBER 2003**

**EAST AYRSHIRE RACE EQUALITY SCHEME**

**Report by Director of Educational & Social Services**

**1. PURPOSE OF REPORT**

- 1.1 The purpose of this report is to seek Committee approval for the Race Equality Action Plan which has been developed following an assessment of social work functions within the Department of Educational and Social Services.

**2. BACKGROUND**

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

**3. PROGRESS**

- 3.1 Appendix 1 sets out the proposed Action Plan for Social Work Services for 2003/04. It is based on an assessment of services as they relate to the Race Relations (Amendment) Act 2000 and the duty placed upon all public bodies to produce a written Race Equality Scheme.

**4. FINANCIAL IMPLICATIONS**

- 4.1 There are financial implications in relation to the translation of appropriate policies and public information. These require to be costed on an individual basis but can be met from the available recurring revenue budget.

**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.

**6. RECOMMENDATION**

- 6.1 It is recommended that Members:

- (i) approve the Action Plan set out in Appendix 1;
- (ii) ask the Director of Educational and Social Services to return to Committee with an annual review of progress; and

(iii) otherwise note the contents of the report.

John Mulgrew  
Director of Educational & Social Services

4/8/03  
KG/JBS

### **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 Guides for Public Authorities – Commission to Racial Equality in Scotland January 2003.

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

**IMPLEMENTATION OFFICER:            JOHN ALEXANDER**

## EAST AYRSHIRE COUNCIL

## DEPARTMENT OF EDUCATIONAL AND SOCIAL SERVICES

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

	<b>ACTION</b>	<b>OUTCOME</b>	<b>BY</b>	<b>TIMESCALE</b>
1.	ENSURE INFORMATION ON ETHNIC ORIGIN IS RECORDED APPROPRIATELY ONTO SWIFT AND SERVICE SPECIFIC DATABASES AT POINT OF REFERRAL.	ACCURATE INFORMATION ON UPTAKE OF SERVICES BY INDIVIDUALS OF MINORITY ETHNIC ORIGIN IS MAINTAINED.	SERVICE UNITS AND RECEPTION AND ANTI POVERTY SERVICES (RAPS).	JANUARY 04
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 04
3.	IDENTIFY PUBLIC INFORMATION AND COMMUNICATION NEEDS OF MINORITY ETHNIC GROUPS (INCLUDING LANGUAGE, FORMAT AND INTERPRETING) THROUGH LIAISON WITH REPRESENTATIVE ORGANISATIONS (UTILISING EXISTING COUNCIL LINKS WHERE APPROPRIATE).	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.	QAPR AND SERVICE UNITS.	JANUARY 04

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 04
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
6.	CONDUCT AUDIT OF STAFF TRAINING AND INFORMATION NEEDS IN RELATION TO RACE EQUALITY.	IDENTIFY ANY 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.	QAPR, TRAINING TEAM AND SERVICE UNITS.	MARCH 04

**SERVICE UNITS TO WHICH THE ACTION PLAN APPLIES 2003/04**

<b>POLICY/FUNCTION AREA</b>
Children and Families - Fieldwork
Children and Families - Services
Criminal Justice
Community Care – Homecare
Community Care – Older People
Community Care – Adults
Community Care - Fieldwork
Reception and Anti Poverty Services