

# Report

9

Report to:	<b>Corporate Resources Committee</b>
Date of Meeting:	<b>16 November 2005</b>
Report by:	<b>Executive Director (Corporate Resources)</b>

Subject:	<b>Outcome of the Consultation Process on the Council's Race Equality Schemes for 2005/2008</b>
----------	---

## 1 Purpose of Report

1.1 The purpose of the report is to:-

- ◆ advise the Committee of the outcome of the consultation on the Council's revised Race Equality Scheme for 2005-2008
- ◆ seek approval to publish the revised Scheme by the required date of 30 November 2005

## 2 Recommendation(s)

2.1 The Committee is asked to approve the following recommendation(s):-

- (1) that the outcome of the consultation process for the Council's revised race equality scheme be noted; and
- (2) that arrangements are made to publish the Council's revised race equality scheme by the required date of 30<sup>th</sup> November 2005.

## 3 Background

3.1 The Council is required to review and republish its arrangements for meeting its specific duties under the Race Relations Amendment Act every 3 years. The Committee was previously asked to approve the proposals contained in the revised corporate scheme for 2005/8 prior to its being subject to a period of public consultation during August.

3.2 The consultation process involved the distribution of copies of the draft schemes followed by an evening event to provide interested parties with an opportunity to meet representatives from Council Services, discuss any issues or seek further information. The draft corporate scheme was issued on 8 August 2005 and sent to members of local ethnic minority community groups involved in the Lanarkshire Ethnic Minority Action Group (Lemag), members of the Black and Ethnic Minority Employee Forum and other interested bodies including the Commission for Racial Equality. 180 text copies of the draft were issued, and it was also posted for comment on the Council website and an article published in "The Works" to alert employees to the process.

## 4. Outcome of the consultation process

4.1 The consultation evening on 30<sup>th</sup> August was well attended with around 76 representatives from ethnic minority community groups and the employee forum

attending. The event was well supported by representatives from Senior Management, Service managers and the Chair of the Equal Opportunities Forum opened the proceedings. After a presentation on the Council's mainstreaming strategy, people had the opportunity to attend a number of workshop sessions on service areas such as social work, education and community learning, housing, employment and training. The Leisure Trust was also invited to participate as they are subject to the same duty to produce a race equality scheme.

- 4.2 The feedback from the community representatives was that the evening was very interesting and worthwhile, and several expressions of thanks were received following the event. There has been no feedback which would indicate any requirement to amend the draft document, either as a result of the consultation evening or from the internet consultation process. Any matters raised in the discussion groups related to specific aspects of service delivery and will be handled by the relevant Resource as a normal service enquiry.

## **5 Proposals**

- 5.1 The 2005/8 scheme has to be published by 30 November 2005, and it is now proposed to initiate this. Copies of the scheme will be available in text and electronic versions with a final version of each scheme being issued to those representatives who attended the consultation event. A summary version of the corporate scheme will be prepared and made available in alternative languages.
- 5.2 The Committee has already approved a set of actions to mainstream equality issues more effectively throughout the Council. A management bulletin and personnel circular will be issued as it is important that all employees are made aware of the Council commitment to race equality.

## **6 Employee Implications**

- 6.1 The statutory duties include the Council in its role as employer and the corporate scheme takes account of this.

## **7 Financial Implications**

- 7.1 As equalities considerations are to be "mainstreamed", they should be contained within existing resources.

## **8 Other Implications**

- 8.1 The duty on public bodies to "promote race equality" has been extended to disability and gender. The Council will have to produce a disability equality scheme by December 2006 and a separate report will be submitted to the Committee on the arrangements required to complete this.

## **9 Consultation**

- 9.1 As described in paragraph 3.2, appropriate consultation has taken place with the relevant groups.

**Alan Cuthbertson**  
**Executive Director (Corporate Resources)**  
**27 October 2005**

**Link(s) to Council Objectives**

Creating successful communities  
Living in the community  
Supporting our community  
Delivering modern services

**Previous References**

Race Equality Scheme – Corporate Resources Committee - 13 November 2002  
Adoption of the CRE race equality standard – Corporate Resources Committee – 7 April 2004  
Draft race equality scheme and mainstreaming equalities – Corporate Resources Committee - 29 June 2005

**List of Background Papers**

Equal Opportunities Policy  
Statutory Code of Practice on the duty to promote race equality  
Draft corporate race equality scheme 2005/8

**Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:-

Gill Bhatti Employee Development & Diversity Manager or Maureen Clark, Personnel Adviser

Ext: 5604 (Tel 01698 455604) or 5626 (Tel: 01698 455626)

E-mail: [gill.bhatti@southlanarkshire.gov.uk](mailto:gill.bhatti@southlanarkshire.gov.uk) or [maureen.clark@southlanarkshire.gov.uk](mailto:maureen.clark@southlanarkshire.gov.uk)

