

TITLE: RACE EQUALITY SCHEME

TO/ON: THE CABINET / 7th DECEMBER 2005

BY: HEAD OF HUMAN RESOURCES

PORTFOLIO HOLDER: CABINET MEMBER FOR HUMAN RESOURCES

LEAD MEMBER: COUNCILLOR P. STEEN

STATUS: FOR PUBLICATION

1. PURPOSE OF THE REPORT

1.1. To advise Members of the revised Race Equality Scheme.

2. RECOMMENDATIONS

2.1. That the Race Equality Scheme be Approved.

3. REPORT AND REASONS FOR RECOMMENDATIONS AND TIMETABLE FOR IMPLEMENTATION

3.1 The Council is committed to promoting equality. It has adopted an Equalities Strategy and Policy which states our aims and objectives as an employer and in the delivery of services. A copy of our current Policy is included within the Equalities Strategy.

3.2 In addition the Council has reviewed its Race Equality Scheme. There is a legal requirement to review the Race Equality Scheme every three years. Accordingly the Scheme has been reviewed and updated. A revised version is attached at Appendix A. The Scheme was considered by the Overview and Scrutiny Committee in August 2005.

3.3 The Scheme will be subject to further consultation with the communities of Rossendale. A part of the Scheme is the three year action plan this is also attached, this details how the Council intends to promote race equality.

4. CORPORATE IMPROVEMENT PRIORITIES

This report impacts on all eight of the Council's corporate objectives and the fulfilment of 8 x 8 by 2008.

4.1. FINANCE (INCORPORATING PROCUREMENT AND RISK MANAGEMENT)

4.1.1 The delivery of the Equalities Strategy is good management practice and can be met from existing budgets.

4.2. MEMBER DEVELOPMENT

4.2.1 A training program for Members has been commissioned which commences in January. It focuses on: Anti-discriminatory practice, The legal framework, the new legal duties associated with disabilities.

4.3 HUMAN RESOURCES

4.3.1 A rolling training programme in relation to Equalities is currently being delivered to all employees

5. RISK

5.1 The Council now has a legal duty to implement race equality, a failure to do so could result in litigation

6. LEGAL IMPLICATIONS ARISING FROM THE REPORT

6.1 There is a legal requirement to promote race equality

7. EQUALITIES ISSUES ARISING FROM THE REPORT

7.1 The Council has a responsibility to consider the needs of all the people in Rossendale. A consequence of the actions detailed in the report is that all Council Policies will be subject to Impact Assessment.

8. WARDS AFFECTED

8.1 All

9. CONSULTATIONS

For further information on the details of this report, please contact:
Liz Murphy, Head of Human Resources (01706) 244760.