

# RACE EQUALITY SCHEME

## PORTFOLIO RESPONSIBILITY: CORPORATE STRATEGY AND FINANCE

CABINET

1 MAY 2008

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### Wards Affected

County-wide.

### Purpose

To provide information for Cabinet to ratify the proposed Race Equality Scheme (RES) 2008-2011.

### Key Decision

This not a key decision.

### Recommendations

**THAT: Cabinet approve the Race Equality Scheme and Action Plan.**

### Reasons

- 1 In April 2001 the Race Relations (Amendment) Act 2000 (RRAA) came into force. It placed both general and specific duties on local authorities to promote race equality and prevent unlawful racial discrimination.
- 2 The Act requires the Council to publish a Race Equality Scheme, illustrating how it intends to meet the RRAA obligations under the general and specific duty.

The General Duty requires all statutory organisations to:

- eliminate unlawful discrimination
- promote equality of opportunity
- promote good relations between people of different racial groups

The Specific Duty requires:

- publication of a Race Equality Scheme
- publication of a statement of the functions and policies, or proposed policies, which the Council has assessed as relevant to delivering the objectives of the RRAA. This assessment must be reviewed at least every three years.

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Further information on the subject of this report is available from  
Neville Meredith, Race Equality Development Officer on (01432) 267307

## **Considerations**

- 3 A planned programme of consultation and involvement has been carried out on schedule. This includes a public questionnaire, relevant feedback from the employee survey, race equality staff group and some smaller, targeted focus group discussions with local associations.
- 4 The draft RES and action plan has been proofed by some of those involved in the consultation. The draft has also been sent to the PCT and HHT. This process resulted in some amendments and additional actions.
- 5 The scheme is designed to be very forward thinking. It takes into account the mainstreaming of race equality work where the responsibilities, as set out in previous RES action plans, are now met.
- 6 The Action Plan aims to be groundbreaking and challenging but realistic. It concentrates on social and community cohesion, a requirement of the general duty to promote good relations between people of different racial groups.

## **Financial Implications**

- 7 This scheme is different from the preceding ones in that the actions have a broader impact on social & community cohesion, and are funded by the diversity base budget for 2008/09 and local area base budget allocation for community cohesion via the Herefordshire Equality Partnership.

## **Risk Management**

- 8 It is a legal requirement to have a comprehensive RES in place by 31 May 2008.

## **Alternative Options**

None.

## **Consultees**

Diversity Group, Race Equality Steering Group, Race Equality Staff Group, Lithuanian focus group, Polish focus group, Community Against Racism members, Malayalee Association members.

## **Appendix**

Race Equality Scheme 2008-11 and Action Plan.

## **Background Papers**

None identified.