

RACE EQUALITY ANNUAL REPORT

PROGRAMME AREA RESPONSIBILITY: CORPORATE STRATEGY AND FINANCE

CABINET

20TH OCTOBER, 2005

Wards Affected

No Wards are affected

Purpose

To receive the annual report which sets out progress against the Action Plan that accompanies the Council's Race Equality Scheme and to approve its publication.

Key Decision

This is not a Key Decision

Recommendation

- THAT a) **progress to date be noted**
- and**
- b) **publication of the report on the Council's website be authorised.**

Reasons

Herefordshire Council's Race Equality Scheme was introduced in May 2002. Changes have taken place since the first Scheme was developed and this report aims to identify required achievements and progress on the action plan for 2005-2008, by the Race Relations Amendment Act 2000. The Race Equality action plan 2005-2008 is included in Appendix 1.

Considerations

1. In line with the Race Relations Amendment Act (2000) Herefordshire Council Race Equality Scheme provides a framework on how the Council intends to promote race equality through:
 - Eliminating unlawful racial discrimination
 - Promotion of equal opportunity
 - Promotion of good relations between people of different racial groups

Further information on the subject of this report is available from
Carol Trachonitis, Diversity & Community Leisure Partnerships Manager on 01432 260616

2. In line with guidance from the Commission for Racial Equality, a cross-Directorate steering group was established to oversee implementation of the actions detailed within the scheme. This is the "Race Equality Scheme Steering Group" which reports to the Corporate Diversity Group.
3. It is a key component of the Race Equality Scheme that the Council's progress is monitored. This report has been considered by Chief Executive's Management Team. The report will be made available within the public domain via the Council's website.
4. A revised action plan for the Race Equality Scheme was accepted by Cabinet in May 2005.
5. A report on the progress to date against the Equality scheme action plan is attached at Appendix 1.
6. It should be noted that in recognition of Herefordshire's relatively low Black and Minority Ethnic Population, a partnership approach has been adopted with many of the larger projects being undertaken in conjunction with other agencies. The focus for this approach has been the Herefordshire Equality Partnership (previously the Herefordshire Race Equality Partnership), a multi-agency group whose focus had been solely on Race Relations. However, over the last 12 months the Herefordshire Equality Partnership has changed its remit and has now broadened its scope within Herefordshire to address issues that cover the wider equality agenda.
7. Best Value Performance Indicator (BVPI) 2b sets out a number of actions against which the Council's performance is measured. The target for 2003/04 was to comply with 50% of the actions with actual performance being 47%. The target for 2004/05 was 60% and the actual performance was 47%
8. Key initiatives to monitor and promote Race Equality during 2004/05 included:
 - Auschwitz-Birkenau Exhibition
 - Awareness sessions delivered to Council employees and community representatives.
 - Anti racism week of action in football
 - Information Exchange event
 - Commitment to the Hearthstone project.
 - Support and advice at West Mercia Police training in Herefordshire.
 - Working with Centrex – National Police training organisation for training Diversity police officers
 - Complaint aid work
 - Appointment of a Traveller Liaison Officer
 - Training and development for the Staff group

Alternative Options

None

Risk Management

None

Consultees

None

Background Papers

None identified