

Report to: Executive Board - 22nd July 2002  
Race Equality Scheme

<b>Report of:</b>	<i>Chief Executive</i>	<b>WARDS AFFECTED</b>
		<b>ALL</b>
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<b>Lead Member Responsible:</b>	<i>Deputy Leader</i>	
<b>Overview and Scrutiny Committee Responsibility:</b>	<i>Economic and Social Well-Being Overview and Scrutiny Committee</i>	
<b>Key Decision:</b>	<i>No</i>	

**SUMMARY AND RECOMMENDATIONS**

The purpose of this report is to request that the Executive Board:-  
 approve the Race Equality Scheme;

approve the publishing of the Race Equality Scheme on the Council's web-site to comply with the requirements of the Race Relations (Amendment) Act 2000; and

recommends to Council that the Race Equality Scheme be made part of the Council's policy framework under Article 4 of the Council's Constitution.

## 1. **Background**

The Race Relations (Amendment) Act 2000 was enacted on 30th November 2000. It was the first major reform of the 1976 Race Relations Act and was targeted at all public bodies. The Act places a general duty and specific duties on local authorities.

## 2. **The general duty**

The aim of the general duty is to make the promotion of racial equality central to the work of the Council. The general duty also expects the Council to take the lead in promoting equality of opportunity and good race relations, and preventing unlawful discrimination.

The Council must take account of racial equality in the day-to-day work of policy-making, service delivery, employment practices and other functions.

### 2.1 **Specific Duties**

The Council must comply with specific duties which include:-

assessing and consulting in the likely impact of its proposed policies on the promotion of race equality;

monitoring its policies for any adverse impact on the promotion of racial equality;

publishing the results of such assessments and consultations;

providing public access to information about the Council's services; and

training staff for the delivery of the Race Equality Scheme

### 2.2 **The Race Equality Scheme**

It is a statutory requirement that the Council publish a Race Equality Scheme. The Race Equality Scheme and action plan has been produced which sets out the arrangements to meet the general and specific duties of the Race Relations (Amendment) Act 2000.

The deadline for the publication of the Scheme was 31<sup>st</sup> May 2002.

The Commission for Racial Equality has stated that it is acceptable for it to publish the Race Equality Scheme as soon as possible after 31<sup>st</sup> May 2002.

The Scheme has been circulated to the following for comment and feedback: Group Leaders, the Chief Executive, Strategic Directors, Business Managers,

the Commission for Race Equality (C.R.E) and Oxfordshire Racial Equality Council (O.R.E.C.).

### **2.3 Aims of the Race Equality Scheme**

The objectives of the Scheme are as follows:-

- ◆ a workforce that is representative of the population of Oxford City;
- ◆ a year on year increase in recruitment of people from black and minority communities within the Council;
- ◆ an increase of black and minority staff in senior positions within the Council;
- ◆ more pro-active engagement in local democratic procedures from black and minority communities;
- ◆ and improved access to services for black and minority communities.

### **3. Implementation of the Scheme**

The Scheme is a working evolving document, not a fixed policy set in stone. It will be flexible to accommodate changing priorities. The Scheme will be reviewed on an annual basis.

The responsibility for developing, delivering and monitoring the Scheme will lie with the Diversity Co-ordinator, working in conjunction with the Chief Executive, Strategic Directors and Business Managers.

### **4. Financial Implications**

A significant amount of work has been identified in the Scheme's action plan to be able to meet the general and specific duties. The objectives outlined in the Scheme's action plan will need to be feed into the next cycle of the business planning process in autumn 2002.

This will ensure that the work programme for the Scheme is integrated into business managers plans with both sufficient financial and human resources allocation.

<p>This report has been seen and approved by the Chief Executive and Portfolio holders for Human Resources and Diversity and Helen Liddar, Legal Services Manager.</p>
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Back ground documents – none.