



Revised Race Equality Scheme
In the context of the Race Relations (Amendment) Act (2000)

Revised: March 2006
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Revised Race Equality Scheme

1. Introduction

Local Context: Promoting Racial Equality in Cumbria

Cumbria County Council's Revised Race Equality Scheme builds on the commitments made in the Council's original Race Equality Scheme (2004). This involves a comprehensive programme of change that will ensure that all services address the county's needs around racial equality.

Cumbria has often been perceived to lack a need for targeted action around racial equality. The 2001 census suggested that only 0.7% of the population came from a non-white minority ethnic community. The population distribution also showed that people are scattered throughout the county.

	Allerdale	Barrow	Carlisle	Copeland	Eden	South Lakeland	Cumbria
POPULATION & HOUSEHOLDS							
Population -							
Total	93,659	71,655	101,128	69,193	50,218	102,660	488,513
% Population from Black and Minority Ethnic Groups							
	0.6	0.8	0.9	0.7	0.4	0.8	0.7

Failure to address issues of rural racism and the isolation of people from Black and Minority Ethnic Groups can be seen in the Cumbria Attitudes Survey (2004). This revealed the prevalence of prejudice in the county, particularly relating to asylum seekers and Gypsy/Travellers. At the same time 50% of respondents felt it was good that Britain is a multicultural society. This shows that attitudes to racial equality are in flux, which gives an opening for the County Council to provide leadership by promoting racial equality.

In response to the Cumbria Attitudes survey, the County Council were a lead partner in setting up the Cumbria Race and Diversity Partnership (CRDP). The Partnership includes all District Councils, the Police, the Crown Prosecution Service and community and voluntary sector organisations in Cumbria. The CRDP is now formally an advisory group within the Cumbria Strategic Partnership. In 2006 the CRDP will develop a strategy for embedding racial equality in Local Strategic Partnerships and sub-regional partnership strategies across Cumbria.

In 2005 the CRDP commissioned an independent research organisation to carry out the county's first targeted consultation with people from Black and Minority Ethnic communities. 495 people took part in the survey, which reported extensively on quality of life issues in Cumbria. The findings were promoted at a conference in February 2006. The two clear messages were:

- People needed to feel safe from racism.
- People needed better access to information in a range of languages.

Changing trends in the Cumbrian population will create a further opening for promoting racial equality. The expansion of the European Union has led to an increase in migrant workers. This change has benefited major sectors of the Cumbrian economy, including hotels and tourism, agriculture and food processing. The extent of the change is not yet known and the Audit Commission have invited Cumbria to participate in national exercise to evaluate Local Authority engagement with migrant workers. This will also be an opportunity to challenge myths that confuse migrant workers with asylum seekers.

National Context: The MacPherson report and the Race Relations (Amendment) Act 2000

In 1999 the MacPherson report into the racist murder of Stephen Lawrence, succeeded in changing race equality legislation in Britain.

The Race Relations Act 1976 made it the duty of local authorities to:

- Eliminate unlawful racial discrimination.
- Promote equality of opportunity, and good relations, between persons of different racial groups.

The Race Relations (Amendment) Act 2000 enforced the functions of the Race Relations Act 1976. This means that any public body, which does not show due regard to racial equality, can be prosecuted.

The Act was designed to make race equality a central part of the way public bodies' work, by putting race equality at the heart of everything they do. The Council welcomes this duty and believes that promoting race equality will improve public services for everyone.

This document sets out the progress since 2004, and outlines measures The Council will take over the next three years to promote race equality.

Policy on Racial Equality

The County Council is committed to the elimination of racial discrimination. In pursuing that commitment the County Council accepts two fundamental principles set out in the MacPherson Report. These are the definitions of:

Institutional Racism – the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen and detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.

A Racist Incident – any incident which is perceived to be racist by the victim or any other person.

The Council also acknowledges its statutory duty to promote equal opportunities and good race relations under Section 71 of the Race Relations Act 1976, as reinforced by the Race Relations (Amendment) Act 2000, and its responsibilities under the European Directive on Racial Discrimination.

The County Council will ensure that all its dealings (as employer, service provider or community leader) are free from racial discrimination. The County Council will accordingly afford equal access to employment and services and will not discriminate on the grounds of race, colour, nationality, ethnic origin, cultural background or religion.

The County Council believes that race equality will only succeed if:

- Race Equality is mainstreamed across the entire workings of the Council and not the work of a specialised Race Equality unit.
- Race Equality is embedded within a Cumbria vision and strategy for equality and diversity, which includes sexual orientation, gender, faith, age and disability.

Dedicated Race Equality Services for the public

The Council have a number of teams and officers dedicated to supporting members of the public from Black and Minority Ethnic communities.

The Cumbria Multicultural Service provides advice, information and casework support. The service is set up to address the isolation people feel and concentrates on individual needs. Until 2005 their work was focused on the Barrow area, but they now provide a countywide service. An action plan was published in February 2006 which outlines targets and objectives for making the service accessible to anyone in Cumbria from a Black and Minority Ethnic community.

Children's Services support the Ethnic Minority Achievement team from the Specialist Advisory Teaching Service (SATS) and the Race Equality Team from within the School Improvement Team (SIT). These services include a dedicated worker who liaises with Gypsy/Traveller communities in Cumbria.

2. Status of Race Equality Scheme and related strategies

Revised Race Equality Scheme and the Cumbria Equality Scheme

This scheme is a revision of the Council's first Race Equality Scheme that was published in 2004. In 2006 the Council will produce an integrated Cumbria Equality Scheme, which will bring together this revised Race Equality Scheme with the Council's first Disability and Gender Equality Schemes.

The Cumbria Equality Scheme will address the ways in which discrimination cuts across many areas of social identity in Cumbria, including issues of isolation and rurality. The Cumbria Equality Scheme will supercede the Revised Race Equality Scheme.

The race related actions and commitments in the Cumbria Equality Scheme will be reviewed on a three year cycle. All Local Authorities have been obliged to publish and review their Race Equality Schemes on a three year basis beginning in May 2002. To synchronise the Cumbria Equality Scheme with national requirements, the first three year revision of the race equality actions and commitments will be published by May 2008, and on a three year cycle thereafter.

The Cumbria Equality Scheme will be published in December 2006. Full consultation on the race equality actions and commitments will be carried out with black and minority ethnic groups within the county. This will be done through Awaz, Cumbria's first countywide independent organisation to promote the voices of people from all black and minority ethnic communities. The consultation will be funded as part of Cumbria County Council's service level agreement with Awaz.

Relation to Cumbria County Council's Equality and Diversity Policy (2004)

Cumbria County Council's Equality and Diversity Policy is committed to promoting equality for the following categories:

- Race, ethnicity and culture
- Age
- Disability
- Gender
- Sexual orientation
- Religion, faith and lack of faith.

The policy makes a commitment to mainstream equalities throughout the Council. The scope of the policy covers:

- The Council as employer
- The Council as service provider
- The Council as community leader.

The Revised Race Equality Scheme expands on the Equality and Diversity Policy's section on race equality (page 14-15).

Relation to Cumbria County Council's Equality Implementation Strategy (2006-7)

Cumbria County Council's Equality Implementation Strategy maps out the priority areas, actions and resource requirements for the Council to achieve Level 3 of the Local Government Equality Standard. The Top Priority is to carry out a systematic programme of Equality Impact Assessments across all 7 directorates.

The key priorities in the strategy are:

- To develop a prejudicial incident reporting system that covers all forms of discrimination.
- To support elected Members to respond to the needs of constituents who experience discrimination.
- To introduce equality objectives into the appraisal process.
- To ensure equality and diversity is managed in procurement.
- To ensure that all staff are protected from harassment, and that the workforce is representative of the population of Cumbria.
- To ensure that Council services are fully accessible.
- To ensure that Cumbria Strategic Partnership embeds equalities in all interagency partnerships.

The Revised Race Equality Scheme expands on the commitments within the strategy to promote racial equality.

Relation to the Council Plan

The Council Plan sets out the focus for Cumbria County Council for the next three years. The plan has 6 themed areas for delivery, that relate to improving the Cumbrian quality of life. The plan outlines 6 priority themes:

- Improving council services
- Health and well-being
- Cumbria's economy and culture
- Public safety and protection
- The environment.

Each theme specifies objectives and targets. Performance monitoring on targets will be fully inclusive of race equality. All directorates will be carrying out Equality Impact Assessments from April 2006, to ensure that mechanisms are in place to monitor objectives from a race equality perspective.

3. Corporate Structure and Decision Making Process

Structure of the Council

The Council is made up of 84 Elected Members who are accountable to all residents in their electoral divisions. Members have to agree to follow a Code of Conduct to ensure high standards in the way they work. This Code of Conduct will be subject to an Equality Impact Assessment in summer 2006.

All Members meet together in full Council to make decisions about policy and set the budget.

The Chief Executive is responsible for providing strategic direction and advice to the Council, day-to-day management of services, corporate planning and allocation of resources. A code of practice governs the relationship between officers and Members.

The Chief Executive delegates the operational running of the organisation to the Corporate Management Team (CMT). CMT is made up of the Chief Executive and the Corporate Directors for the following directorates:

- Strategy and Performance
- Children's Services
- Adult Social Care
- Client Services
- Public Protection
- Finance and Central Services
- Economy Culture and Environment.

Decision Making Process

The Cabinet is the Council's main decision making body. Scrutiny Committees support the work of the Executive Committee and the Council as a whole. They look at the effectiveness of the Council's own policies and inquire into matters of local concern. They also monitor the Cabinet's decisions.

Cabinet has final say on decisions that have staffing and budgetary implications. Prior to decisions being presented to Cabinet, the Corporate Management Team reviews the decision.

Strategy and Performance's Policy Unit is working with Members to develop a revised decision making process. Any revised decision making process will be detailed in the Cumbria Equality Scheme.

Since 2005 all papers presented to cabinet have to explain the equality and diversity implications of the proposals.

Responsibility for Race Equality and Equality and Diversity

Race Equality is embedded in the Council's equality and diversity activity. The Cabinet Member with portfolio responsibility for Organisational Development is the Council's Equality Champion. The Equality Champion chairs the Members Equality Advisory Group (MEAG) which is a cross party group, whose role is to champion equality and diversity with their colleagues and promote the Council's equality and diversity agenda. MEAG also has representation from community groups. From June 2006 this will include groups representing Black and Minority Ethnic communities in Cumbria.

The Equality Officer has operational responsibility for equality and diversity. This role involves supporting and briefing the Equality Champion and overseeing the mainstreaming of equality and diversity across the 7 directorates.

Each directorate has an equality lead officer. The Directorate Equality Lead Officer (DELO) group is chaired by the Equality Officer, and coordinates equality activity across the directorates. The directorate lead officers chair their Directorate Equality Group (DEG) which implements equality and diversity within the directorate. The DEG has representation from the functions identified as relevant to the General Duty under the Race Relations (Amendment) Act 2000.

Directorate Equality Lead Officer Group Membership List

Member	Email	Directorate
David Carrick	dave.carrick@cumbriacc.gov.uk	Finance and Central Services
Barbara Craig	barbara.craig@cumbriacc.gov.uk	Client Services
Sheila Don	sheila.don@cumbriacc.gov.uk	Adults' Services
Adrian Howe	adrian.howe@cumbriacc.gov.uk	Economy Culture and Environment
Michael Hyatt	michael.hyatt@cumbriacc.gov.uk	Strategy and Performance
Judith Morris	Judith.Morris@cumbriacc.gov.uk	Fire and Rescue
John Swainston	john.swainston@cumbriacc.gov.uk	Children's Services

Operational Responsibility for the Revised Race Equality Scheme

The Chief Executive and the Corporate Directors are responsible for ensuring the Race Equality Scheme is implemented throughout the Council at every level. The Equality Officer works with the Directorate Equality Lead Officer Group and the Directorate Equality Groups to embed the scheme across the Council.

The Members Equality Advisory Group and the Scrutiny Panel for Council Plan Theme A (Improving Council Services) will oversee the implementation of the scheme.

The Equality Officer will produce quarterly reports for:

- Corporate Management Group
- Members Equality Advisory Group
- Scrutiny Panel Theme A
- Directorate Equality Lead Officer group.

Reports will highlight the implementation of the Race Equality Scheme including progress in achieving the objectives in the 3 year Race Equality action plan.

4. Progress on Race Equality since 2004 and future action

The Council's first Race Equality Scheme outlined a number of areas where the principles of race equality would apply. This section outlines each area reporting on progress to date and future activity.

Objective	Progress	Future action	Date
Involve BME communities in consultation	Service level agreement with Awaz to develop a countywide BME network for consultation.	Awaz to feed into Equality Impact Assessments and oversee the race equality parts of Cumbria Equality Scheme.	April to December 2006, then continuously.
Advertising services in BME media and areas with high concentration of BME groups.	Advertising has been in national newspapers such as the Guardian.	Advertising to target urban areas within commuting distance of Cumbria: Central Lancashire, Newcastle and Manchester.	From summer 2006
Protecting employees from service users who are racist.	Equality and Diversity Policy is clear that service users do not have a right to refuse service from a person on grounds of ethnicity.	The Council is contracting Equality Works an independent organisation to conduct a bullying and harassment review which includes racial harassment from service users. This will result in clearer protocols and monitoring.	Spring 2006
All services to be monitored by ethnicity.	Current monitoring is carried out by different services and directorates. This has produced effective information on service uptake for libraries and adult social care.	An integrated ethnicity monitoring system will be developed across all areas of the Council. Information from this system will feed into Equality Impact Assessments and monitoring arrangements.	Completed by April 2007

Recruitment and selection is carried out according to CRE Code of Practice and corporate standards.	All staff must attend a two day recruitment training course, which is focused on understanding equality legislation and recruitment.	Quarterly statistics on recruitment and ethnicity will be published on the website from March 2006	Completed by March 2006
Race equality training for employees and Members	Corporate commitment to train all employees and Members. The Council have commissioned Equality Works to train all staff. In 2005-6 2000 staff were trained.	Funding in place for 500 to be trained in 2006-7, focusing on senior and middle managers. All Members to be trained by October 2007.	The Cumbria Equality Scheme will identify targets for 2007 and 2008.
All staff, partners and contractors can operate free from racist abuse.	Racial incident reporting system in place following MacPherson definitions.	Promote CRE guidance on racial incidents to raise awareness. Develop existing online capability to report incidents.	May 2006
Allegations of racial abuse dealt with sensitively.	County Council staff are supported by bullying and harassment officers.	Develop the Cumbria Multicultural Service to support members of the public to be supported.	Summer 2006
Employees are managed fairly with recognition of cultural diversity.	The Human Resource Tool Kit gives managers guidance on avoiding discrimination in managing staff.	Equality Impact Assess HR toolkit as part of the HR strategic review.	April 2007
Promoting cultural and religious festivals.	Annual calendars of festivals and events are produced and distributed across the council and partners. The calendars are badged with the Council Logo, and 4000 were distributed in 2005-6.	Develop detailed information on corporate website about different religious traditions, along with guidance notes on employment and service delivery issues relating to festivals.	Summer 2006
Applying the Race Equality	Equality and diversity included in Corporate	Equality Impact Assess Corporate	December 2006.

Duty to suppliers and procurement	Guidance.	Procurement policies and introduce new corporate Guidance that deals specifically with equality and diversity issues.	
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The Equality Officer will be responsible for overseeing all of the actions specified in this section, and will work with Directorate Equality Groups to ensure delivery.

The Equality Implementation Strategy (2006-7), provides the wider equality and diversity context for these actions.

5. Monitoring Policies and Consultation

Equality Impact Assessments

The Council recognises that all areas of policy have implications for race equality. To address these implications a continuous programme of Equality Impact Assessments will be carried out between April 2006 and March 2009.

Equality Impact Assessments are a tool for risk assessing policies against potential discrimination. An example may be a policy which states that public consultation must take place before a new road is built. An Equality Impact Assessment would look to see if this policy has made provision for including in the consultation the needs of people who do not speak English.

Over a three year period Equality Impact Assessments will be carried out across all services and policies. The main priority for 2006-7 is to ensure that all services and policies that relate to the Council Plan undergo an Equality Impact Assessment. This will ensure that the Council's end of year performance against generic targets is fully inclusive in regard to:

- Eliminating unlawful discrimination
- Promoting equality of opportunity
- Promoting good race relations.

From April 2006 every directorate will produce an annual Equality Action Plan. This will include a schedule of which policies will be impact assessed, when it will take place, and the service unit responsible.

The previous Race Equality Scheme Identified functions to be subject to Equality Impact Assessment. This has been updated for the programme of Equality Impact Assessments to be carried out in 2006.

Directorate	Functions
Adult Social Care	➤ Adult Social Care
Children's Services	➤ Children's Social Care ➤ Education ➤ Sure Start
Client Services	➤ Procurement
Economy Culture and Environment	➤ Libraries ➤ Environment ➤ Economic Regeneration
Finance and Central Services	➤ Complaints Reporting ➤ Scrutiny ➤ Financial Strategy ➤ Financial Audit ➤ Financial Management

	<ul style="list-style-type: none"> ➤ Member Services ➤ Legal Services
Public Protection	<ul style="list-style-type: none"> ➤ Fire Service ➤ Trading Standards
Strategy and Performance	<ul style="list-style-type: none"> ➤ Community engagement ➤ Media and Communications ➤ Performance and Best Value ➤ Policy ➤ Equality and Human Resources ➤ Health and Safety

Directorate Equality Plans published at the end of April 2006 will review and add to these areas. A full list of council-wide functions will be listed in the Cumbria Equality Scheme in December 2006.

Consultation

The Council has looked at how it can build race equality into its policy-making processes, so that it can better understand how its proposals will affect different sections of the community. The Corporate Guidance on Equality Impact Assessment provides guidelines on consultation. This will be reviewed annually with the support of Awaz.

The Council will gather information in a variety of ways to prepare its reports including some of the following:

- Demographic data and statistics
- Research findings
- Comparison between similar policies within the Council or other public authorities
- Survey data
- Complaints
- Community views
- Ethnic monitoring data
- Deprivation studies and appropriate indices
- One-off data-gathering exercises
- Specially commissioned research
- The Council's citizens surveys

The Council's Scrutiny Committees call for regular monitoring reports and meet with representatives of the community to consider the effects of the Council's policies on different racial groups. Where there is an adverse impact other policy

options will be called for, or action taken to reduce or eliminate the adverse impact.

The Council is working with other Public Sector Organisations in the Cumbria Race and Diversity Partnership, to develop a joint service level agreement with Awaz, as the only countywide Black and Minority organisation who represent all communities. This SLA is targeted to be in place by April 2007, and will build on the current SLA's held separately with Cumbria County Council and the Police. Awaz's role will be to develop a countywide network that would encompass migrant workers as well as long term residents in the county. They will feed into policy and act wholly independently of statutory services.

Awaz's consultation will also feed into the Council's Best Value survey in public satisfaction. This means that the Council will be able to compare levels of satisfaction by ethnic group.

For 2006 funding has been set aside to measure Black and Minority community satisfaction with public services in Cumbria. This will feed into the Council's corporate consultation exercises.

Widening the ethnic profile of people who use services

By April 2007 all services will be able to analyse service uptake against the Cumbrian census data for 2001. This will be done using uptake per 1000 population.

Work carried out in 2005 by Adult Social Care showed that uptake for people aged 16-65 was in line with the baseline population across all ethnicities. For adults aged over 65 there was a significant shortfall of people from Black and Minority Ethnic groups compared with the white population (with the significant exception of the Chinese community). The Directorate Equality Group is developing co-ordinating a series of Equality Impact Assessments in 2006 to explore the reasons. This work will act as a pilot for other services to assess service uptake.

6. Access to information

Equality Impact Assessments will highlight specific needs for services to produce targeted information. Action plans will be included in Equality Impact Assessments to address any outstanding information needs.

Key Council publications will explain that the document can be made available on request in other languages and accessible formats, and will state in each document:

“You can get a copy of this..(*Document*) in different formats such as large print, braille, audio, or in a different language by calling (*Dept tel No*)or minicom (*Number*)”.

From summer 2006 the County Council’s Website will display a variety of language options. This will be presented in the appropriate language or type of script (i.e. alphabet, ideograms), so non-English readers can directly access information.

From February 2006 the Equality Officer provides a central resource which uses a national database to identify interpreters and translators on request. Records are kept so the Council can track requests and identify specific languages in high demand. Demand for interpreters and translators will be reported on quarterly by directorate, function, district and language. Responsibility for paying for interpreters and translators rests with individual services.

Media and communications

From April 2006 all publications will be screened to ensure that they contain positive images of people from different racial groups. This will be considered part of the Council’s commitment to positive action. The Equality Officer and the Head of the Communications Unit will develop guidance in 2006.

The Council will include questions about equality and access to information and services in its Citizen Surveys.

The Communications Unit in Strategy and Performance will develop a media strategy for promoting race equality using local newspapers, radio stations and local television. The strategy will also address internal communications to staff. This strategy will be based on the Equality Impact Assessment of the Communication Strategy carried out in 2006.

The Communication Strategy will also establish an action plan for launching the Cumbria Equality Scheme among staff and the public, including press releases

and utilising the Council's existing links with Border Television and BBC Radio Cumbria on race equality issues.

Service uptake data will be used to commission translations of the Cumbria Equality Scheme.

Complaints

The Council will involve a senior officer in determining and monitoring all complaints of a racist nature. The Council has adopted the following definition of a racist incident:

- Any incident which is perceived to be racist by the victim or any other person.

The purpose of this definition is to ensure that investigations take full account of the possibility of a racist dimension to the incident and that relevant statistics are collected.

The Council is aware that for some sections of the community who experience difficulty in accessing services the complaints procedure may be similarly inaccessible. It will therefore encourage use of voluntary sector organisations as a conduit for matters of concern to the Council. The Council recognises the value of the Black and Minority Ethnic Voluntary and Community sector in this regard and will invest in and support its development.

If a member of the community remains dissatisfied having gone through the Council's various procedures, the Council will advise them of their right to take the complaint to the Local Government Ombudsman and/or the Commission for Racial Equality.

The Council will carry out an Equality Impact Assessment of its complaints process and make changes in the light of issues raised in the assessment.

Racial Incidents

All directorates report quarterly on racial incidents. Staff guidance notes on how to define and respond to racial incidents will be published in summer 2006. This will be based on Home Office guidelines¹ and completed in partnership with hate crimes officers in the police force, and consultation from Awaz.

The Council is also working with District Councils and hate crimes officers on develop a joined up approach to tackling racist graffiti. In April 2006 a website for reporting racist graffiti will be made accessible on the County Council intranet and website. The Council fully recognises that racist graffiti creates a climate of

¹ Code of Practice on Reporting and Recording Racist Incidents In Response to Recommendation 15 of the Stephen Lawrence Inquiry Report, Home Office, April 2000

intolerance and makes environments unsafe, particularly in Cumbria where people from Black and Ethnic Minorities often feel isolated.

The Council recognises that education has a fundamental role to play in eliminating racism and valuing diversity. It also understands that racist behaviour can severely affect all children's ability to learn effectively. Guidance on dealing with racism within the school community was issued in 2003 by the Director of Education and the Council is working with schools to help them meet their new duties under the Race Relations (Amendment) Act 2000. School reporting on racist incidents is monitored by Strategy and Performance and Children's Services, and reported under Best Value Performance Indicators 174 and 175:

- Number of racial incidents per 100,000 population
- Action taken in response to incidents.

In 2006 the Council are launching a computerised racial incident reporting system in schools. This will reduce the bureaucracy related to existing paper based system, and will enable the swift information to be gathered from the 300 plus schools in the county.

Once piloted in schools the electronic reporting system will be rolled out across the whole Council by the end of 2006. In 2007 the aim will be to support statutory partners and voluntary sector organisations to adopt the system, so that there is a Cumbria racial incident reporting system.

In 2006 a steering group from all 7 directorates and will implement a communication strategy to promote understanding of racial incidents. This will include:

- Team Briefing, which is cascaded from the Corporate Management Team.
- Posters
- Flyers in wage slips
- Articles in Update, a fortnightly bulletin for staff.
- Articles in Newsroom, a quarterly magazine for staff.

7. Staff training

It is the Council's responsibility to ensure that its employees have the skills they need to meet the requirements of the Race Equality Scheme.

Equality training

In 2005 the Council commissioned an independent organisation, Equality Works to develop and deliver an equality training programme which will roll out to all staff. In the first year 2000 staff attended the training. This programme addresses employee obligations under the Race Relations (Amendment) Act 2000. The course will also address:

- Challenging racist or discriminatory language and practice.
- Encouraging different approaches to work.
- Incorporating aspects of anti-discrimination in all agendas.
- Encouraging inclusivity at every opportunity.
- Conforming to and promoting established policies and legislation relating to discrimination and harassment.
- Producing an Equality Impact Assessment.

Appraisal

From April 2006 race equality will form a compulsory element of the annual employee appraisal, and provide a vehicle for effective performance management. This will enable managers to revisit the effectiveness of training, and will help employees define the ways race equality impacts on their role and their dealing with colleagues, partners and the public. Appraisals will also identify individual learning needs and provide an opportunity for learning activities to be discussed.

8. Employment

It is the Council's duty to use information from its workforce monitoring to develop schemes that will lead to a public sector workforce that:

- Represents Cumbria's multi-ethnic population.
- Promotes Cumbria as a place to live and work, increasing the diversity of the county.

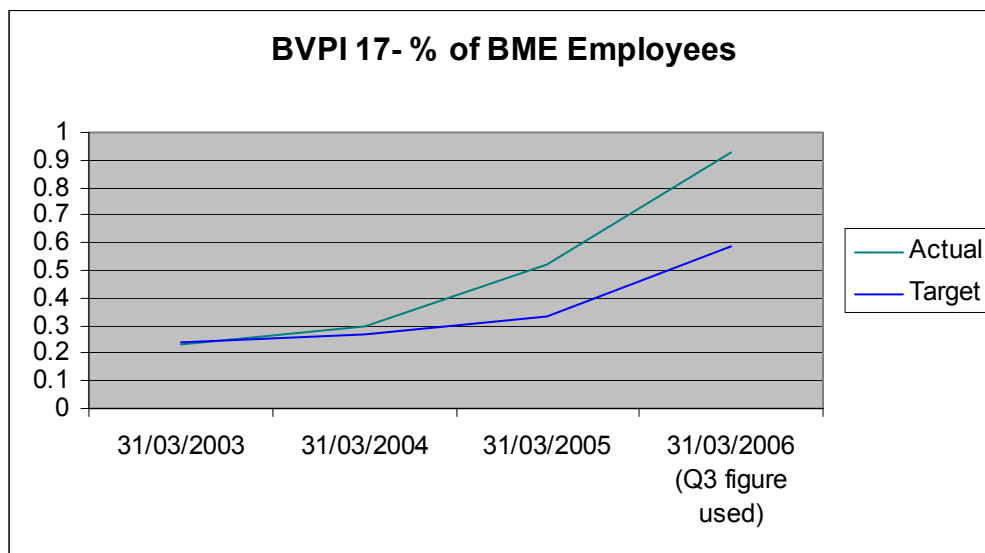
Labour Force Survey evidence on a national scale shows that ethnic minority communities are under-represented in employment, especially at senior levels, compared with the population as a whole.

The 2001 census revealed that 0.73% of Cumbria's population were from Black and Minority Ethnic groups.

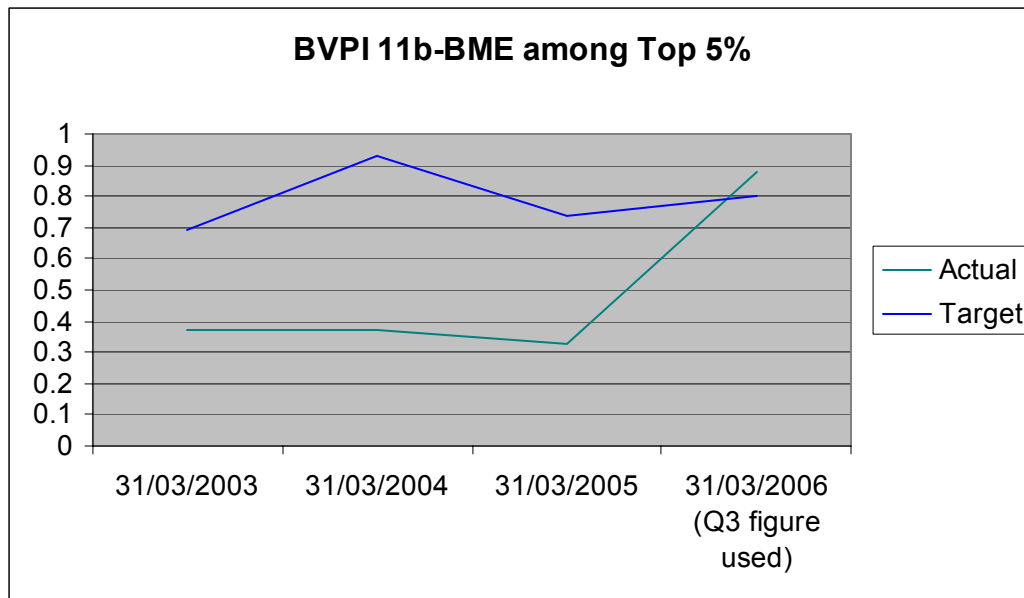
Since 2003 the proportion of staff from black and minority ethnic communities has increased from 0.3% to 0.93%. This increase over the population base is being consolidated with targets for the next two years:

- 2007-8: 1.02%
- 2008-9: 1.11%

The 2005 figure for all minority ethnic employees is 2.22%.



In the past year the Council has achieved its target of having a proportion of staff in the top 5% of earners that reflects the ethnicity profile of the Cumbrian population.



Reporting on race equality in employment

From April 2006 the council will produce quarterly staff ethnicity reports which record:

- Applicants for posts
- Applicants for training
- Employees receiving training
- Employees receiving benefit or detriment as a result of performance assessment procedures
- Employees involved in grievance procedures
- Employees who are the subject of disciplinary procedures.
- Employees leaving the organisation.

This information will be structured according to:

- Grade
- Age
- Gender
- Disability

The reports will be published on the County Council's Equality website. Trends will be published and annual aggregates will be published.

The Council currently reports on Best Value Performance Indicator 11b: top 5% of staff from black and minority ethnic communities. Local performance indicators will be added to track the top 10% and 25% of staff. This will be done to develop leadership training and build race equality into succession planning and staff development strategies.

All information will be compared with baseline population data for Cumbria.

Creating opportunities for black and minority ethnic staff

In 2006 a cross directorate working group will develop an action plan to create opportunities for black and minority ethnic staff to achieve leadership positions. This work will be based on quarterly staff ethnicity reporting and the results of the bullying and harassment consultation work being carried out in 2006.

This work aims to overcome any limitations facing Black and Minority Ethnic Employees due to the demographic profile of Cumbria. A number of projects will be developed including schemes set up with neighbouring authorities.

Projects for implementation in 2007-8 include:

- Establishing a leadership mentoring scheme for Black and Minority Ethnic employees to learn from people of similar ethnicity in other local authorities.
- To include material about opportunities for Black and Minority Ethnic employees in corporate induction packs.
- To introduce career tracking for Black and Minority Ethnic employees who are seen to be able to, or have the potential to, reach senior management positions.
- To encourage the secondment of Black and Minority Ethnic employees as a means of developing skills and experience.
- To encourage Black and Minority Ethnic employee secondment from neighbouring authorities.
- To facilitate focus groups for Black and Minority Ethnic employees to discuss their experiences of working for the Council.

9. Procurement and Partnerships

Procurement

The Council's procurement policies check with prospective organisations for their equality policies and practices. The Council will review its procurement policies and processes in summer 2006 and issues updated guidance.

From April 2006 Directorate Equality Plans will list functions outsourced, name and type of organisation and that equalities is built into contract reviews.

From 2007 there will be an audit of contract reviews from the previous year to check for conformance to 2006 guidance.

Partnerships

Cumbria Race and Diversity Partnership promotes race equality throughout Cumbria, and has been adopted by the Cumbria Strategic Partnership as a sub-group. The Cumbria Strategic Partnership is a sub-regional body bringing services together in strategic partnerships, including housing, safer communities and children's services. The Cumbria Race and Diversity Partnership will work with thematic partnerships to ensure that they are basing their work on race equality. This will include:

- Promoting partnership strategies and actions among Black and Minority Ethnic communities.
- Establishing delivery objectives and targets that are fully inclusive regarding race equality.
- Sharing good practice from Equality Impact Assessments and joint training.
- Learning from initiatives outside Cumbria.

The County Council's Equality Officer represents the Council on the Cumbria Race and Diversity Partnership, and links with the Directorate Equality Lead Officer group around raising issues and feeding back.

In summer 2006 the Partnership will write a strategy outlining:

- Updated terms of reference
- The Race Equality picture in Cumbria
- Structure of the Cumbria Race Equality Partnership
- Equality proofing the work of the Cumbria Strategic Partnership
- Establishing community race equality projects in all 6 districts of Cumbria
- Action plan, objectives and targets.
- Mechanisms for review of strategy and reporting on progress.

Publishing Results

Information will be available in a range of languages and accessible formats on request. Information will also be available on the Council's website at <http://www.cumbria.gov.uk/diversity>

The Council will inform the public about the availability of this information through its community newspaper, media releases, advertisements in publications that could best target the relevant groups and through the display of public notices and posters. It will also inform relevant voluntary organisations, community groups and explore making information available through supermarkets and doctors surgeries.

