

Race Relations Amendment Act 2000
Race Equality Scheme 2002
Rochford District Council

Specific Duties	What we currently do	What we need to do
<p>1. Prepare and publish a Race Equality Scheme setting out:</p> <ul style="list-style-type: none"> • How the public authority intends to meet its obligation under the general duty • Any other proposed specific duties to promote race equality which are relevant to it 	<p>A statement has been prepared (See Appendix 1)</p>	<p>Action the points identified in the Race Equality Charter</p>
<p>2. Assess which of the Councils functions and policies are relevant to the general duty, with regular subsequent reviews, for example, three yearly.</p>	<p>The relevance of this duty will vary according to the service and functional area. Those most relevant include:-</p> <ul style="list-style-type: none"> • Collection of taxes • Regulation of street trading • Regulation of environmental health • Investigation of benefit fraud • Assessment of housing benefit • Approval of planning applications 	<ul style="list-style-type: none"> • Ensure our contractors meet racial equality standards • Ensure ethnic minority led businesses have equal access to compete for contracts

<p>3. Set out arrangements for assessing and consulting on the impact of race equality of policies the Council is <u>proposing</u> for adoption</p>	<p>Hard to reach groups, including racial groups have been targeted as appropriate on such matters such as the Crime and Disorder Reduction Strategy</p>	<ul style="list-style-type: none"> • Identify 'hard to reach' racial groups in Rochford District • Identify methods of targeting them for consultation • Set out consultation methodology as part of Rochford District Council Consultation Strategy • Review equality issues as part of the Best Value Review Process
<p>4. Set out arrangements for monitoring for any adverse impact on the promotion of race equality of policies the Council has <u>adopted</u> or is proposing for <u>adoption</u></p>	<p>Racial monitoring forms parts of the performance monitoring of the Council, for</p> <ol style="list-style-type: none"> 1) New recruits (J-C-G) 2) Existing staff <p>Reports produced annually</p> <p>The Housing Management Section reviews the Councils housing waiting list for racial equality purposes</p>	<p>Arrangements for monitoring Race Equality should be undertaken for all functions identified.</p>
<p>5. Set out the arrangements for publicising the results of:</p> <ul style="list-style-type: none"> • Assessment • Consultation • Monitoring for any adverse impact on the promotion of race equality of policies; (required at 3 and 4); 	<p>Publication of workforce statistics are through the internal management processes and via the Councils Corporate Plan/Best Value Performance Plan</p>	<p>Publish the results of assessments, consultation and monitoring in appropriate media.</p>

6. Set out the Councils arrangements for ensuring ethnic minorities have access to information and to services it provides.	Rochford District Council publications are produced in English and other languages in some cases. A translation service is available at request.	The duty calls for more than translation though as it is designed to ensure information gets to 'hard to reach' groups. Rochford District has a low ethnic minority population, but nevertheless needs to continue to develop mechanisms for reaching ethnic groups
7. Set out the Councils arrangements for training staff on issues relevant to the duty to promote race equality	Training on disability awareness has taken place for staff, but not racial equality training	Staff to receive training in equality of opportunity – through induction and ongoing training programmes. Records of training will be maintained