

## **RACE EQUALITY SCHEME**

### **1 SUMMARY**

- 1.1 This report asks Members to adopt the attached Race Equality Scheme which has been produced to comply with statutory requirements. Its production is also an agreed action within the Council's Corporate Equalities Action Plan.

### **2 INTRODUCTION**

- 2.1 The Race Relations (Amendment) Act 2000 placed a statutory duty on a wide range of public bodies, including local authorities, to promote race equality and to publish a Scheme setting out how it is intended to meet the requirements of the Act.
- 2.2 The Council published its first Scheme in 2002, but this is in need of review to ensure it complies with requirements. Therefore, this new Race Equality Scheme has been prepared to enable the Council to meet the requirements of the Act. This Scheme sets out how the Council will meet its statutory obligations over the next three years.

### **3 RACE EQUALITY**

- 3.1 The murder of Stephen Lawrence in 1993, the subsequent police investigation and Home Office Inquiry of 1997 were key turning points in the development of race relations in the UK.
- 3.2 In response to the Lawrence Inquiry, the Home Secretary promised to strengthen the Race Relations Act 1976 and the 2000 Amendment Act was a direct result of that commitment. It gave public authorities a general duty to promote race equality.
- 3.3 The duty aims to make race equality a central part of the way public authorities work, by putting it at the centre of policy making, service delivery and employment practice. Under the general duty, authorities must have 'due regard' to the need to:-
- Eliminate racial discrimination
  - Promote equality of opportunity
  - Promote good race relations
- 3.4 The Scheme, which is attached, sets out proposals for meeting the duty by:-
- Monitoring policies for any adverse impact on race equality
  - Assessing, and consulting on, the likely impact of proposed policies

- Publishing the results of assessments, consultation and monitoring
- Making sure that the public have access to information and services
- Training staff on the general duty

#### **4 RISK IMPLICATIONS**

- 4.1 Failure to meet legislative requirements could result in compliance action being taken against the authority. There would also be a risk of damage to reputation if this were to occur.

#### **5 RESOURCE IMPLICATIONS**

- 5.1 There will be an officer resource in undertaking impact assessments and continuing to develop the Council's approach. It is likely that there will be training requirements. In the longer term, impact assessments may identify service actions which have a resource impact.

#### **6 LEGAL IMPLICATIONS**

- 6.1 The production of a Race Equality Scheme is a legal requirement.

#### **7 RECOMMENDATION**

- 7.1 It is proposed that the Committee **RESOLVES**

To adopt the Race Equality Scheme attached to this report.

Paul Warren

Chief Executive

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#### **Background Papers:-**

CRE Guidance

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