

**ROCHFORD DISTRICT COUNCIL
RACIAL EQUALITY**

Rochford District Council will endeavour

- ♦ to eliminate racial discrimination in the provision of services;
- ♦ to take positive action to ensure services are accessible to, and responsive to the needs of ethnic minorities;
- ♦ to promote the District as an area which welcomes people from ethnic minorities

The District Council will strive to achieve these aims by

1. undertaking research to identify the needs and priorities of ethnic minorities resident or working in the District;
2. conducting awareness training for members and staff;
3. consulting on both service policy and delivery;
4. monitoring applications for employment and employment practices to prevent discrimination in recruitment and working conditions;
5. encouraging participation in the democratic process;
6. adopting racial equality standards for contractors and ensuring that ethnic minority led businesses have equal opportunity to compete for contracts;
7. assisting, and where appropriate funding, the work of organisations providing support to ethnic minorities;
8. seeking to eliminate discriminatory practices by individuals or organisations operating in the Rochford area, and
9. ensuring that any complaints alleging racial discrimination by the Council are investigated by the Chief Executive and the outcome reported to the Corporate Resources Sub-Committee.

Responsibility for racial equality will be shared between

Councillors who will retain overall responsibility for setting objectives, monitoring performance against the objectives and providing adequate resources, and

Employees who will be expected to set an example in non-discriminatory behaviour and to ensure that they act in accordance with the Council's racial equality policy.