

APPENDIX A

RACIAL EQUALITY SCHEME 2006- 08: 2nd Annual Review - Summary of progress achieved at 31 Dec 2007

Consultation :

Relationships with established and emerging ethnic minority communities continue to develop through the Stirling Multi Cultural Partnership (SMCP), the Community Planning Partnership and the Ethnic Minority and Migrant Workers' Forum established by Services.

Efforts to involve ethnic minority residents in the development of Council services has increased. Their views were sought on development of English as a second/other language and research has included an Ethnic Minority Needs Housing Assessment now being developed into an Action Plan.

Demand for services from new ethnic minority communities emerging as a result of migration has increased. In particular, following demand from the Polish community, Stirling Community Planning Partnership developed a welcome pack for people whose first language is not English advising how to access services delivered by the Council and partner agencies. Translation and interpretation services continue to be used and provided in respect of a wide range of services on request.

Partnership

Children's Services continue to work with Community Planning Partners namely Central Scotland Police, NHS Forth Valley and Central Scotland Racial Equality Council Ltd to provide training and classroom curricular projects on discrimination in targeted schools identified as requiring additional support in HMIE school inspections.

Stirling Multi Cultural Partnership continues to flourish and is expected to become a fully participating member of the Community Planning Partnership. It is anticipated this will enable relationships with our ethnic minority communities to mature further. In addition to organising and delivering training for ethnic minority communities, the Council has supported Stirling Multi Cultural Partnership to develop, produce and distribute a DVD to promote access for minority ethnic communities to council services and reduce barriers to claiming welfare benefits.

The Council continues to be represented on the Board of Central Scotland Racial Equality Council Ltd and continues to provide financial support, along with Falkirk and Clackmannanshire Councils to this organisation. The Council remains an active partner in RAHMAS - the Forth Valley wide Racial Attacks and Harassment Multi - Agency Strategy.

Commissioning & Procurement

Racial equality requirements are included in the Council's Procurement Strategy (adopted in June 2006) through tendering procedures and documentation and the Contract Review programme and procedures. Considerable progress has been made particularly by Community and Services in incorporating equality requirements in service level and commissioning agreements with providers and the Voluntary sector.

Training & Education

Diversity equality training including racial equality, forms part of the Council's employee development programme and is available in a variety of formats ranging from an online intranet package to a two-day diversity course. Following the 2007 elections two day diversity training for councillors was held in early 2008.

Monitoring

Council wide arrangements for monitoring progress of all equality schemes continue to operate. The internal groups established by Community and Children's Services to oversee delivery and monitor progress on diversity and equalities in their respective Services continue to meet. Children's Services in particular, report extensively on equalities. Equalities implications are also considered in all reports to Council or Executive

New and revised employment policies and schemes are being developed as part of Single Status and a new Recruitment and Selection policy has been drafted and is currently under consultation with implementation anticipated in Autumn 2008.

The Employee Diversity Survey was re- launched in September 2007 in response to criticism by the former Commission for Racial Equality of the Council's employee monitoring arrangements. Consequently, equalities data including ethnicity and disability is now available for 73.1% of our employees (12.4% increase from Sept 07). Applicants and employees data continues to be recorded and efforts to increase the proportion of employees for whom this information is held continue. Quarterly HR Information Reports are under review to ensure all relevant data is captured and reported to fully meet current race, disability and gender employment monitoring requirements.

Heads of Service participated in a pilot Performance Review and Development plan exercise. Results from this will form the basis of a recommendation report to the Management Team in Spring 2008 regarding future Council wide adoption.

Equality Impact Assessment training was delivered to representatives of all services in March 2007. One Equalities Impact Assessment was undertaken in 2007 - by Housing on the Housing Allocations Policy.

In terms of our schools, HMIE inspection reports confirmed of the four primary schools subject to external inspection, three were assessed as very good regarding diversity and race equality promotion. Of the three secondary schools inspected one was assessed as having a Racial Equality Policy in place and all staff having received suitable training. HMIE considered additional effort was needed by the remaining schools inspected to further promote racial and other equalities in the curriculum.

Publication

Progress on the Racial Equality Scheme was reported in the first Annual Report on approved on 15 March 07 and published on Council's web site.

The Council's Annual report for 2006/07 published in September 2007, confirmed good progress having been made against the authorities equalities objectives.