essex race equality

scheme 2003-05

“We are committed to fairness and we enable equal access to opportunities for all”
Foreword from Lord Hanningfield

One of the Core Values in the ‘Essex Approach’ is its commitment the fairness and equal access to opportunities in jobs, information and services.

Our equality strategy – the ‘Essex Approach to Equality & Diversity’ is therefore linked to the Council’s key objectives, values and aims.

The Council needs to ensure it engages its customers, the public and employees in equality & diversity issues – our Race Equality Scheme is one strand of our Equality & Diversity Strategy

Our aim is to:

- Promote race equality
- Offer services that consider the impact of race equality issues
- Attract jobseekers to ensure our workforce is representative of the local demographics.

The Council produced its first Race Equality Scheme in May 2002 and this second Scheme outlines progress in 2003 and actions for 2004 and 5.

Lord Hanningfield
Leader of Essex County Council
Our Race Equality Scheme highlights the Council's commitment to the duty to promote race equality, and is our response to the Equality Standard for Local Government (a Government Best Value Indicator), the Race Relations (Amendment) Act 2000 and good practice generally. It relates to the most senior Councillor and to all staff across the Council.

Over a three year period, we are working to engage all Council services in the duty to promote race equality:

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<tr>
<th>2002/3</th>
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<th>2004/5</th>
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<td>Advisory &amp; Inspection (part of Schools Service)</td>
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<td>Enterprise &amp; Regeneration</td>
<td>Waste, Recycling &amp; Environment</td>
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Message from Stewart Ashurst
Chief Executive

Our Race Equality Scheme highlights the Council’s commitment to the duty to promote race equality, and is our response to the Equality Standard for Local Government (a Government Best Value Indicator), the Race Relations (Amendment) Act 2000 and good practice generally. It relates to the most senior Councillor and to all staff across the Council.

Over a three year period, we are working to engage all Council services in the duty to promote race equality:
In 2003, the Council was delighted to receive the Regional Equality Award for:

- its Council-wide approach to equality & diversity

- the introduction of an Intranet site to support employees with up-to-date information and advice

- linking equality & diversity competencies (the Essex Competencies Framework) into recruitment, performance management and staff development processes.

The Council acknowledges that it has a lot of work still to do, particularly in view of our low Black and Minority Ethnic demographics highlighted in the Census 2001.

Stewart Ashurst
Chief Executive
Message from Lorraine Pitt
Head of Human Resources

The Human Resource Service has played a key role in leading the work on equality & diversity in both employment and service provision.

The Council has a key policy, the ‘Equal Access to Opportunities Policy’ which is at the centre of our equality & diversity work across the Council.

We have introduced competencies to help employees with the equality & diversity skills and behaviours needed to undertake their roles. In 2003/4 our Senior Managers had a performance objective, which asks them to demonstrate their contribution to the equality agenda as part of our council’s cultural change.

In 2004/5 Human Resources will be working with services to ensure they are working towards the duty to promote race equality.

Lorraine Pitt
Head of Human Resources
Staff Consultation

In 2003, the Council undertook 4 focus groups with Black and Minority Ethnic employees to obtain their views on the general duty to promote race equality and their experiences of the Council as an employer.

**The key outcomes were that:**
- Employees are willing to support the Council’s agenda in a pro-active way
- More work needs to be done to raise the profile of the Race Equality Scheme internally and externally and this will be a key action in 2004
- We should continue to raise employees’ awareness of different cultures as part of our communication strategy
- Staff were generally very positive about their treatment by the Council, especially supportive of their training and development, but raised some issues about stereotyping and opportunities for promotion
- The Council needs to attract more workers from the Black and Minority Ethnic communities – and we are planning a recruitment strategy in 2004 to assist this.
What is the Race Equality Scheme?

In 1976, the United Kingdom introduced legislation which outlawed race discrimination. In 2002, the Government strengthened this Act as a result of the findings of the Stephen Lawrence enquiry. The new Act is called the Race Relations Act 1976 (amended by the Race Relations (Amendment) Act 2000). This gives public authorities like Essex a general duty to promote race equality.

This means that the Council is taking a more pro-active approach to race relations, considering the impact of its actions on its customers, employees and the local community to promote race equality.

The aim of the general duty is to:

- eliminate unlawful racial discrimination
- promote equality of opportunity and
- promote good relations between people of different racial groups.

In order to achieve the above, the Government introduced a number of specific duties in policy making, service delivery and employment. Under the specific duties covering policy and services, the Council is required to publish this Race Equality Scheme.

The Race Equality Scheme sets out the specific duties to review:

- functions and policies
- monitoring
- assessing and consulting
- how results will be published
- access to information
- training staff.

For consistency, the specific duty on employment is also part of our Race Equality Scheme.
Useful Information about Essex

Did you know:
- The 2001 census showed that 5.5% of Essex residents belonged to Black and Minority Ethnic groups. 2.9% belonged to Mixed, Asian, Black, Chinese or Other (non-white) ethnic groups and 2.6% belonged to White minority groups of White Irish or White Other.
- Harlow and Epping Forest districts have the highest proportion of Black and Minority Ethnic Groups in Essex –8.2% and 8.8% respectively.
- Approximately 159 languages are spoken in Essex. Currently, the most commonly used are:
  - Bengali
  - Cantonese
  - Urdu
  - Turkish
  - Gujerati
  - French
- Currently, 1.9% of the Council’s workforce are from Black and Minority Ethnic Groups:

Black and Minority Ethnic groups, Essex districts, 2001

The data source: Census 2001. Data are Crown Copyright, and are reproduced with the permission of HMSO.
Partnerships

The Council annually gives a grant to the Essex Racial Equality Council to support and promote work on race equality. The Director, Clive Mardner, has attended some of our workshops to help support the general duty to promote race equality. We are also working with other public bodies in Essex as well as the Essex Racial Equality Council on the ‘building cohesive communities project’.

For example, the Council worked with other public bodies through the Essex Housing Officers Group to carry out research with Black and Minority Ethnic householders, which will help to identify key issues and establish links with local communities for consultation purposes. Tendring and Harlow colleagues have attended our network meetings. Our partnerships are growing and key areas of impact assessment, training and consultation are progressing in 2004/5.

The Council has been working with an external consultant, Kay Allen, to build our knowledge and understanding of race issues outside of our local geographic area. Kay is recognised as one of the leading diversity specialists in the UK and has been involved in a number of leading edge programmes including work for the British Army and B&Q as well as several public sector organisations.
Black and Minority Ethnic Council Employees
by Service Group - March 2004

Strategic Core

Council Business
Essex Direct
Finance & Performance
Human Resources
Information
Law & Administration
Learning & Social Care
Media
Planning & Environment
Police Authority Group
Strategic Policy
Youth Offending
Strategic Core Total

Children & Young People
Community Care
Enterprise & Regeneration
Highway & Transportation
Libraries, Culture & Adult Education
Planning
School - Based Staff
Schools Services
Strategic Core
Trading Standards
Waste, Recycling & Environment
EEC Total

0.00%
0.50%
1.00%
1.50%
2.00%
2.50%
3.00%
3.50%
4.00%
4.50%
5.00%

0.00%
0.13%
1.13%
1.57%
1.15%
1.14%
1.05%
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0.00%
0.00%
3.44%
3.14%
3.70%
0.95%
1.06%
0.00%
0.76%
1.14%
1.05%
0.00%
0.00%
0.00%
0.00%
3.45%
Some of our Key Achievements so far

● **2002/3**
  Our Race Equality Scheme is integral to our Equality & Diversity approach and the way the Council operates.

● **Schools Services**
  o Sample school Race Equality Policy has been produced and posted on the Essex Schools Intranet; over half of all schools in Essex sent designated Race Equality Coordinators for half a day’s free training
  o Staff in the Advisory and Inspection Service have received training in race equality issues and a staff survey has been carried out
  o A multi agency group (including police, health and social services) has produced revised guidance for schools on dealing with, and reporting, racial incidents.

● **Human Resources**
  o The Council’s Essex Competencies Framework has two equality competency measures that relate to customer care and interpersonal skills
  o Senior Managers in 2003/4 had a corporate objective to assist the equality agenda
  o Human Resources supported the implementation of the race work in the Council and have introduced a programme of training & guidance for all staff
  o Our recruitment response handling contractors can provide information on jobseekers by ethnicity to enable the Council to assess which jobs attract staff from Black and Minority Ethnic groups
  o Human Resource have introduced HR Liaison Officers to help support staff if they experience bullying and harassment in the workplace.

*The Peoples Network gives access to web sites in many languages and is available free of charge in Essex libraries*
Meals On Wheels tasting sessions
● **Libraries**
  o Monitor their new readers to ensure the library book stock is relevant to their needs.

● **Promoting Staff Awareness**
  o We celebrated Chinese New Year in the traditional way – which was well supported by staff.

**2003/4**

● Consultation is crucial to the future of the Race Equality Scheme and that is why we talked to some of our staff in 2003 – many of whom live and work in Essex

● Branding – our second Race Equality Scheme has been published using our new inclusive brand – this has taken place following staff consultation and we hope you like the outcome

● Community Safety – the team has been working closely with Essex Police, the Essex Race Equality Council and other partner agencies to develop an innovative multi-racial approach to recording and responding to racially motivated incidents. This is being achieved through the development of joint IT systems and multi-agency assessment through the County’s Racial Incident Panels

● Governor Services- monitor the diversity of Essex governing bodies and have drawn together a focus group on school governor recruitment with particular regard to minority ethnic groups

● Promoting staff awareness- In October staff and visitors joined Hindu staff in an event to celebrate Diwali

● Libraries, Heritage & Culture- organised a 3 month ‘Everyone’s Essex’ promotion of events and activities for all the family, to celebrate the diversity of the Essex population, past and present

● Meals on Wheels- the team has been working with Ethnic Minority Forums to raise awareness of accessing services, and have held tasting sessions to show the variety of Ethnic Meals available to service users. Feedback will improve the quality and range of meals available to Black and Minority Ethnic groups Consultations have also addressed the design of the service users information leaflet, which will be reprinted to reflect a broader and more diverse user group

● Children & Families – have focused on raising awareness on meeting the needs of Black and Minority Ethnic children and families, and developed a leaflet on good practice.
Training & Developing Our Staff

As at 30 January 2004 the following training and development has taken place:

- Regular network meetings have been held for the Race Equality service links in Year 1 & 2 - these have been a supportive way to share knowledge and expertise
- Human Resources, working with Kay Allen, has held two workshops; one on Monitoring and the second on Equality Impact Assessments to support services with their duties under the Act
- A member of Human Resources has attended specialist training on the new legislation on Religion or Belief
- Race workshops to develop service action plans have been held with Human Resources, Media & Marketing, Procurement, Libraries, Heritage and Culture; Waste, Recycling & Environment and Community Care
- 6 workshops on the race equality scheme have been held to raise awareness and understanding for Year 1 and 2 services

To date, nearly 500 staff have attended this training.

- 18 workshops have been held to give staff a basic understanding of what racism is, and how it impacts on our behaviour and practice. 325 staff have attended these workshops
- Development and review of the Equality & Diversity module on the Staff Development Programme is also taking place in early 2004 – this module has proved the most popular on the Staff Development Programme recently.

In 2004/5 the Council is committed to:

- Running a number of workshops on race equality awareness for the remainder of services joining the Scheme
- Ensuring representatives from the services meet regularly to assess progress and share good practice
- Ensure, in February 2005, a review workshop is held to monitor 2004/5 progress and help the council publish its results. This will help develop the 2005/7 Race Equality Scheme.

2 residents from a local authority Gypsy caravan site
Staff and visitors joined Hindu staff in the Diwali celebration at County Hall.
2004/5

- Equality Impact Assessments - following consultation, an Equality Impact Assessment Framework will be implemented across the Council in early 2004. Services will start the assessment process during 2004/5

- Public Engagement & Consultation - our new public engagement team will provide guidance on how we consult on this scheme – which will be a key action in 2004/5

- Alternative Languages - we intend to impact assess how best to improve the council's accessibility in 2004/5 and a workshop is being held in March 2004 to move this work forward

- Staff Guide on Equality & Diversity - in 2004 we will publish a staff guide to give relevant advice, knowledge and information to support our legislative and good practice principles – the second chapter will cover race equality

- In 2004/5 the Council will undertake a generic recruitment campaign to target disadvantaged jobseekers

- Equality Assessment of the Local Labour Market – in 2004/5 the Council plans to undertake a Local Labour Market Survey to help identify improvements in providing equality of opportunity in employment

- Gypsy Services will be working with parents to encourage them to engage more in their children's education

- Complaints & Compliments - a Complaints and Compliments process is being developed in one part of the Council, using new technology that will allow us to have greater visibility of management information. It is expected that this will roll out across the Council during 2005.
### Key Contacts for each Year 1 and 2 Service

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<thead>
<tr>
<th>Service</th>
<th>Contacts</th>
<th>DDI Numbers</th>
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<tbody>
<tr>
<td><strong>Children’s Social Care</strong></td>
<td>Ann Dziobon</td>
<td>DDI (01245) 434610</td>
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<tr>
<td></td>
<td>Shanaaz Hoosain</td>
<td>DDI (01245) 434638</td>
</tr>
<tr>
<td></td>
<td>Janet Tarburn</td>
<td>DDI (01245) 434458</td>
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<tr>
<td><strong>SENaPs</strong></td>
<td>Andre Imich</td>
<td>DDI (01245) 436060</td>
</tr>
<tr>
<td></td>
<td>Lesley Anne Brooking</td>
<td>DDI (01245) 436563</td>
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<tr>
<td><strong>Community Care</strong></td>
<td>Trudi Groombridge</td>
<td>DDI (01279) 691122</td>
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<tr>
<td><strong>Learning Disabilities</strong></td>
<td>Rosemary Jakes</td>
<td>DDI (01245) 434173</td>
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<td><strong>Older People</strong></td>
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<td><strong>Community Safety</strong></td>
<td>Daniel Grindey</td>
<td>DDI (01245) 430690</td>
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<tr>
<td><strong>Procurement</strong></td>
<td>Angela Dempsey</td>
<td>DDI (01245) 431885</td>
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<td>Adrian Gibson</td>
<td>DDI (01245) 431862</td>
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<tr>
<td><strong>Human Resources</strong></td>
<td>Yvonne Skingle</td>
<td>DDI (01245) 430678</td>
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<td></td>
<td>Debbi Botham</td>
<td>DDI (01245) 430561</td>
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<tr>
<td></td>
<td>David Tant</td>
<td>DDI (01245) 431084</td>
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<tr>
<td><strong>Law &amp; Administration</strong></td>
<td>Alex Hallam</td>
<td>DDI (01245) 430413</td>
</tr>
<tr>
<td></td>
<td>Mike White</td>
<td>DDI (01245) 430035</td>
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<tr>
<td><strong>Libraries, Culture &amp; Adult Education</strong></td>
<td>Anne Brimlow</td>
<td>DDI (01245) 244956</td>
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<tr>
<td></td>
<td>Michele Jones</td>
<td>DDI (01245) 436761</td>
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<td>Sue Grace</td>
<td>DDI (01245) 436825</td>
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<td>Stephen Rolph</td>
<td>DDI (01245) 436174</td>
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<td></td>
<td>Miriam Stead</td>
<td>DDI (01245) 244649</td>
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<tr>
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<tr>
<td>Media &amp; Marketing</td>
<td>Philip McCusker</td>
<td>DDI (01245) 437248</td>
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<tr>
<td>Schools Service Advisory Inspection</td>
<td>Andrew Scott</td>
<td>DDI (01245) 436674</td>
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<tr>
<td>Governor Services</td>
<td>Olive Newland</td>
<td>DDI (01245) 436009</td>
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<tr>
<td>Traveller Education</td>
<td>Jackie Nesbitt</td>
<td>(01376) 340360</td>
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<tr>
<td>Trading Standards</td>
<td>John Hull</td>
<td>DDI (01245) 341874</td>
</tr>
<tr>
<td>Waste, Recycling &amp; Environment - Gypsy</td>
<td>Sheila Clarke</td>
<td>DDI (01245) 437645</td>
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<td>Services</td>
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<tr>
<td>Essex Racial Equality Council</td>
<td>Clive Mardner</td>
<td>01702 333351</td>
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</tbody>
</table>
We would welcome your comments and feedback on our Race Equality Scheme. You can contact us by phone or email or complete this form and send it to us postage free, using this Freepost Address:

**Essex County Council FREEPOST CL3636, County Hall, Chelmsford CM1 1XZ**

Tell us what you think!

Comments

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Tel ___________________________________________________________________________________

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Name ________________________________________________________________________________

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This document is issued by Essex County Council
Human Resource Service.

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Essex County Council – making Essex a better place to live and work

The information contained in this leaflet can be made available in alternative formats: large print, braille, audio tape or disk. We can also translate the information into other languages.

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