



Eastleigh Borough Council

Racial Equality Strategy for 2008 – 2011

Forward

This is the second Race Equality Strategy that the Council has adopted. The aim of the strategy is to build upon the work already started in developing relationships and developing community cohesion. In addition the council aims to consolidate and embed it's good practice around promoting equality of opportunity for minority ethnic communities.

Councillor Anne Winstanley, Executive Councillor Social Policy

1. Introduction

The Council exists to improve the quality of life for all local people. The Council believes that equality is a key component of quality of life.

The Council has a diversity policy outlining how we will promote equality of opportunity for all local residents. The Council's diversity policy states our commitment to:

- Respect and treat fairly our community and employees;
- Actively promote non-discriminatory practices beyond legal requirements;
- Respond to the needs of the community;
- Encourage people to take advantage of opportunities;
- Be flexible, honest and open.

This strategy is set against the context of improving the quality of life and promoting equality of opportunity for all residents, employees and contractors. The Council has produced a strategy specifically concerning racial equality in response to the Race Relations (Amendment) Act 2000 and in line with the guidance produced by the Commission for Racial Equality. The Act requires that Local Authorities outline their activities and achievements within a Racial Equality Scheme. This strategy should be considered as the Racial Equality Scheme for Eastleigh Borough Council.

In addition to the requirements of the Act, this strategy is a response to the Council's developing relationship with groups and networks of people from the black and minority ethnic (B.M.E) population within the Borough. The strategy also seeks to incorporate the range of good practices that exists locally and nationally.

2. The Aim of the Strategy

The aim of the strategy is to eliminate unlawful discrimination, promote equality of opportunity and promote good relations between people of different racial groups:

- in our local communities
- in the way we serve those communities
- in our own organisation

In seeking to achieve this aim our guiding principles will be:

- partnership – we will work effectively with individuals and other organisations;
- community involvement – we will involve the community in shaping our priorities and monitoring our progress;
- social inclusion – we will out reach to all communities and promote good race relations;
- leadership – we will provide leadership within the community;
- quality – we will set standards, monitor our performance and deliver best practice.

3. The Race Relations (Amendment) Act 2000

The general duties of the Act are to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

The aim of these duties is to make race equality a central part of the way authorities work. To help authorities meet the general duty to promote racial equality, the Home Secretary has issued an order, which sets out specific duties in policymaking, service delivery and employment.

Under the specific duties covering policy and service delivery the public authorities must produce a Race Equality Scheme, which states the functions and policies they have assessed as being relevant to the general duty to promote racial equality. The Racial Equality Scheme should set out the arrangements for meeting the duty by:

- Monitoring their policies for any adverse impact on race equality;
- Assessing and consulting on the likely impact of proposed policies;
- Publishing the results of their assessments, consultation and monitoring;
- Making sure that the public have access to information and services;
- Training staff to implement the general duty;
- Monitoring the ethnicity of job applicants, existing staff, and staff seeking promotion and training,
- Analysing by racial group disciplinary action, performance appraisals (when they lead to benefits or penalties), and staff leaving the authority.

The results of the ethnic monitoring must be produced each year.

4. Population Profile

The figures from the 2001 census show that Eastleigh's B.M.E. community is proportionately smaller than that of the whole of England and Wales. (See table 1).

Information on religion is included because it can be significant when planning services and measuring their impact. Some people feel their religion is a more significant part of their identity rather than their ethnicity. This information therefore, can be useful in helping to shape services appropriately, (see table 2).

Source: 2001 Census, ONS

Ethnic Group – Table 1

Resident population (percentage)

Percentage of resident population in ethnic groups:	Eastleigh	England
White	97.4	90.9
of which White Irish	0.6	1.3
Mixed	0.7	1.3
Asian or Asian British	1.2	4.6
Indian	0.9	2.1
Pakistani	0.1	1.4
Bangladeshi	0.1	0.6
Other Asian	0.1	0.5
Black or Black British	0.2	2.1
Caribbean	0.1	1.1
African	0.1	1.0
Other Black	0.0	0.2
Chinese or Other Ethnic Group	0.5	0.9

Source: 2001 Census, ONS

Religion – Table 2

Resident population (percentage)

	Eastleigh	England and Wales
Christian	76.7	71.8
Buddhist	0.2	0.3
Hindu	0.3	1.1
Jewish	0.1	0.5
Muslim	0.3	3.0
Sikh	0.5	0.6
Other religions	0.3	0.3
No religion	15.2	14.8
Religion not stated	6.4	7.7

Source: 2001 Census, ONS

5. Equal Opportunities Assessments

Since the previous Racial Equality Strategy the Council has introduced a new integrated impact assessment. An 'Equal Opportunities Assessment' is carried out when new or significantly changed strategies, policies or services are planned. The assessment is published on the Council's website.

In addition the council has adopted a timetable in which all units will undertake an assessment of their services.

6. Diversity Monitoring

The Council is committed to the delivery of excellent public services to all communities in the Borough. Diversity monitoring is useful because it allows the Council to ensure it is delivering its services fairly, equally and appropriately to all groups and to help mainstream equalities within our practices.

It is Council policy that when we ask diversity monitoring questions these should include questions on age, gender, disability, ethnicity, sexual orientation and faith/religion. However it is not compulsory to answer these

questions and the answers are kept separately from any identifying information.

7. Local Consultation

The Council has worked closely with the Race Equality Forum over the course of the previous strategy. The council has consulted the Forum on a range of topics which has been very useful in the development of strategies and services. In addition the council has strong links with the Asian Welfare and Cultural Association and Asian Elders Group. The Council has also developed relationships with the established Polish community, new migrant workers and students attending English as a Second Language courses.

8. Partners Involved In The Delivery of the Racial Equality Strategy

In the implementation of the Racial Equality Strategy the Council will work with many people and organisations.

These will include:

- people living and working in the Borough;
- groups and organisations representing the interests of B.M.E. groups;
- public sector organisations including schools, colleges, social services and the police;
- private sector organisations including local employers and service providers;
- voluntary sector organisations and community groups.

9. Measuring Performance

The Council will publish Equal Opportunities Assessments on the Council's website and summarised in the Borough News. In addition the Council will publish a review of the strategy annually.

10. Conclusion

This strategy seeks to set out the Council's priorities for responding to the needs of the minority ethnic community in the Borough of Eastleigh. It is important to ensure that we understand the needs of all our communities and can therefore respond appropriately.

This strategy includes an action plan, which will set the Council's agenda for the next three years. The promotion of good relations amongst all communities is central to this strategy.

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Appendix 1

Strategy Action Plan

The action plan sets out how the Council will meet the general and specific duties of the Race Relations (Amendment) Act 2000.

Task	Success Measure	Key Timescales	Lead
1. To review which of the functions and policies of the Council are relevant to the general duty to promote racial equality.	A completed review of the Council's functions and policies by the Equality and Diversity Group.	Review by Equality and Diversity Group May 2008.	Equality and Diversity Group
2. To assess and consult on the likely impact of new proposed policies on promoting racial equality.	To continue to carry out integrated equal opportunities assessments.	Annual review of assessment completed.	Equality and Diversity Group.
3. To monitor any adverse impact by Council functions and policies on promoting race equality.	To continue to carry out equal opportunities assessments of Council services according to a rolling three year timetable.	To be reviewed annually	Equality and Diversity Group
4. To ensure public access to information and Council services	<p>a. Monitoring information to be utilised to identify any barriers for minority ethnic groups in using Council services.</p> <p>b. Council information to be provided responding to the needs of the minority ethnic</p>		Equality and Diversity Group

	<p>community with reference to the Council's Customer Care Standards and developing Communications Strategic Plan.</p> <p>c. Council services to be provided responding to the needs of the minority ethnic community.</p> <p>d. Through a community development approach strengthen local contacts, organisations and networks.</p>		
5. Train staff in connection with the duties of the Act	All staff to have undertaken training concerning the Race Relations (Amendment) Act 2000 as part of their induction and to provide ongoing training. All staff involved in staff selection interviews to have undertaken appropriate race relations training.	On going	HR and Equality and Diversity Group.
6. To monitor our recruitment, employment and retention practises by	Monitoring information to be reported to Management Team at regular	From May 2005	HR and Equality and Diversity Group.

racial groups.	intervals.		
7. To publish the results of the monitoring assessments and consultations undertaken.	Equal opportunities assessments to be published on the Council website.	ongoing	Equality and Diversity Group
8. To provide regular monitoring reports to the BME resident's group (the Race Equality Forum) and support them in scrutinising the implementation of this strategy.	The Race Equality Forum to be satisfied with the progress made in implementing the strategy through regular scrutiny meetings.	ongoing	Equality and Diversity Group

Appendix 2

PEP = Relevant to promoting equality of opportunity

GRR = Relevance to promoting good race relations

UD = Relevance to eliminating unlawful discrimination

Function	PEP	GRR	UD	Priority	Timescale
Arts					
The Point	Y	Y	N	Low	Reviewed 2007/2008
Community	Y	Y	N	Low	Reviewed 2007/2008
Chief Executive Unit					
Communications	Y	Y	Y	Medium	Reviewed 2007/2008
Civic	Y	Y	N	Medium	Reviewed 2007/2008
Corporate management	Y	Y	Y	Medium	To be reviewed 2009/2010
Performance Development	Y	Y	Y	Medium	To be reviewed 2009/2010
Countryside & Recreation					
Countryside	Y	Y	N	Low	To be reviewed 2009/2010
Sport and Recreation	Y	Y	Y	Low	To be reviewed 2009/2010
Tree section	N	N	N	Low	To be reviewed 2009/2010
Direct Services					
Cemeteries	Y	Y	Y	Low	To be reviewed 2009/2010
Grass cutting	N	N	N	Low	To be reviewed 2009/2010
Refuse collection	Y	N	Y	Low	To be reviewed 2009/2010
Street cleansing	N	N	N	Low	To be reviewed 2009/2010
Trade refuse	Y	Y	Y	Low	To be reviewed 2009/2010
Vehicle maintenance	N	N	N	Low	To be reviewed 2009/2010
Engineering & Transportation					
Cycling					

Drainage and flooding	N	N	N	Low	To be reviewed 2010/2011
Hospital transport	N	N	N	Low	To be reviewed 2010/2011
Parking	N	N	Y	Low	To be reviewed 2010/2011
Traffic management	N	N	N	Low	Reviewed 2007/2008
Transport policy	N	N	N	Low	To be reviewed 2010/2011
	N	N	N	Low	To be reviewed 2010/2011
Environmental Health					
Air quality	N	N	N	Low	To be reviewed 2010/2011
Animal welfare	N	N	N	Low	To be reviewed 2010/2011
Dog warden	N	N	N	Low	To be reviewed 2010/2011
Drainage	N	N	N	Low	To be reviewed 2010/2011
Food premises	Y	Y	Y	Low	Reviewed 2007/2008
Health & Safety	Y	Y	Y	Low	To be reviewed 2010/2011
Noise control	N	Y	N	Low	Reviewed 2007/2008
Pest control	N	Y	N	Low	Reviewed 2007/2008
Development Control					
Planning control	N	N	N	Low	To be reviewed 2009/2010
Building Control					
Building regulations	N	N	N	Low	To be reviewed 2009/2010
Demolition	N	N	N	Low	To be reviewed 2009/2010
Dangerous structures	N	N	N	Low	To be reviewed 2009/2010
Function	PEP	GRR	UD	Priority	Timescale
Financial Services					
Audit	N	N	N	Low	To be reviewed 2009/2010
Treasury Management	N	N	N	Low	To be reviewed 2009/2010
Payroll	N	N	N	Low	To be reviewed 2009/2010

Procurement	Y	Y	Y	Low	To be reviewed 2009/2010
HR					
Employee relations	Y	Y	Y	High	To be reviewed 2008/2009
People & performance plan	Y	Y	Y	High	To be reviewed 2008/2009
Recruitment	Y	Y	Y	High	To be reviewed 2008/2009
Training	Y	Y	Y	High	To be reviewed 2008/2009
ICT & customer Care					
ICT strategy	N	N	N	Low	To be reviewed 2008/2009
Compass CRM	Y	Y	Y	Medium	To be reviewed 2008/2009
Technical support	N	N	N	Low	To be reviewed 2008/2009
Website	Y	Y	Y	Medium	To be reviewed 2008/2009
Housing					
Homechoice	Y	Y	Y	High	Reviewed 2007/2008
Homelessness	Y	Y	Y	High	Reviewed 2007/2008
Disabled facilities grant	Y	Y	Y	High	Reviewed 2007/2008
Housing strategy & enabling	Y	Y	Y	High	Reviewed 2007/2008
Legal & Democratic Services					
Land charges	N	N	N	Low	To be reviewed 2009/2010
Members support	N	N	N	Low	To be reviewed 2009/2010
Licensing	N	Y	N	Low	To be reviewed 2009/2010
Maintenance of records	N	N	N	Low	To be reviewed 2009/2010
Legal advice & services	N	N	N	Low	To be reviewed 2009/2010
Electoral registration	Y	N	N	Low	To be reviewed 2009/2010
elections	Y	N	N	Low	To be reviewed 2009/2010
Local Areas Unit					

Local Area Committee	Y	Y	N	High	To be reviewed 2008/2009
Community Development	Y	Y	Y	High	To be reviewed 2008/2009
Health and Wellbeing	Y	Y	Y	High	To be reviewed 2008/2009
Community Safety	Y	Y	Y	High	To be reviewed 2008/2009
Regeneration & Planning					
Planning Policy & Design	Y	Y	N	Medium	To be reviewed 2008/2009
Assessment management	N	N	N	Medium	To be reviewed 2008/2009
Economic Development	Y	Y	Y	Medium	To be reviewed 2008/2009
Revenue & Benefits					
Council tax billing and accountancy	Y	N	Y	Low	To be reviewed 2008/2009
Council tax & Housing benefit	Y	N	Y	Low	To be reviewed 2008/2009
Business rates concessions	Y	N	Y	Low	To be reviewed 2008/2009