

**REPORT TO:** POLICY AND RESOURCES COMMITTEE 23 NOVEMBER 2009

**REPORT ON:** RACE EQUALITY AND DIVERSITY SCHEME ANNUAL REPORT

**REPORT BY:** DEPUTE CHIEF EXECUTIVE (SUPPORT SERVICES) AND  
DIRECTOR OF LEISURE AND COMMUNITIES

**REPORT NO:** 504-2009

## **1.0 PURPOSE OF REPORT**

- 1.1 The Report informs the Committee of the progress made in implementing the improvement actions identified in the council's corporate Race Equality and Diversity Scheme 2005-2008 (extended to November 2009 by approval of the Committee on 24th November 2008 Report No. 573-2008)

## **2.0 RECOMMENDATIONS**

- 2.1 It is recommended that the Committee notes the progress made in applying the council's corporate Race Equality Scheme 2005-2008 (2009) and approves the appended Annual Report - Race Equality & Diversity Scheme.

## **3.0 FINANCIAL IMPLICATIONS**

- 3.1 All costs associated with this report have been met under existing budgets.

## **4.0 MAIN TEXT**

- 4.1 Reference is made to Agenda Item XI Policy & Resources Committee 14.11.05 Race Equality and Diversity Scheme 2005-2008, which sets out how the Council plans to meet our duties under the Race Relations Act 1976 (as amended 2000) and fulfil our commitment to promote race equality and diversity as a Council and as a partner in Dundee Equality and Diversity Partnership. Reference is also made to the Agenda Item VI Policy & Resources Committee 24.11.08 which extended the Race Equality and Diversity Scheme for a further year to November 2009.
- 4.2 Appendix 1 provides a review of the progress made towards Dundee City Council's Race Equality and Diversity Action Plan 2005-2008 (2009) and an overview of ethnic monitoring of the workforce.
- 4.3 This represents the final annual report of progress against that scheme. Separately, the Committee will consider the establishment of a Single Equality Scheme, covering all strands of equality: race, religion and belief, age, disability, gender and sexual orientation.
- 4.4 It is intended that future progress on Race Equality & Diversity will be reported through the mainstream of reporting in the annual Dundee City Council Performance Report.

## **5.0 POLICY IMPLICATIONS**

- 5.1 This Report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management. There are no major issues.

## **6.0 CONSULTATIONS**

- 6.1 The Chief Executive, Depute Chief Executive (Support Services) and Director of Finance have been consulted in the compilation of this Report.

## **7.0 BACKGROUND PAPERS**

- 7.1 Race Equality and Diversity Scheme 2005-2008 available on the website at [http://www.dundee.gov.uk/dundee/uploaded\\_publications/publication\\_472.pdf](http://www.dundee.gov.uk/dundee/uploaded_publications/publication_472.pdf)

**Patricia McIlquham**  
**Depute Chief Executive (Support Services)**      **Date: 5th November 2009**

**Stewart Murdoch**  
**Director of Leisure and Communities**      **Date: 5th November 2009**

**Annual Report - Race Equality and Diversity Scheme**

**Dundee City Council**

**November 2009**

## Contents

- 1 Introduction
- 2 Support Arrangements for the Delivery of Equality Work
- 3 Review of Race Equality and Diversity Action Plan 2005-2008
- 4 Workforce Equality Monitoring
- 5 Future Actions

## 1) Introduction

- a) This is the Dundee City Council Annual Report - Race Equality & Diversity Scheme 2005-2008 (extended to November 2009 by approval of the Committee on 24th November 2008 Report No. 573-2008).
- b) The report is the City Council's response to the Race Relations (Amendment) Act 2000 on ethnic monitoring in employment, and is guided by the Equality and Human Rights Commission's (formerly the Commission for Racial Equality) statutory code of practice on racial equality in employment that came into effect in April 2006.
- c) Since its inception in 1996, Dundee City Council has demonstrated consistent commitment to the principles and practice of race equality and diversity and to meeting the requirements of the general statutory duty:
  - to eliminate unlawful racial discrimination
  - to promote race equality
  - to promote good relations between people from different racial groups
- d) The Council's equal opportunities policies have been reviewed in line with the commitment to social inclusion and legislative responsibilities. This latest review has resulted in a plan to develop and implement a Single Equality Scheme, replacing the existing, Race, Disability and Gender Schemes.
- e) The new Single Equality Scheme will address all strands of equality: race, religion and belief, age, disability, gender and sexual orientation.
- f) Current legislation requires that every three years public authorities will review their list of functions, policies and proposed policies for relevance to the general statutory race equality duty. This is to ensure that there are proper arrangements in place for effective implementation of improvement actions and that the Scheme is kept up-to-date and relevant.
- g) The list of relevant functions, policies and proposed policies is reviewed to ensure that it is properly reflective of the organisation and business: that we give attention to any duties or powers which may have changed: and that changes to the organisation structure or remit be taken into account.
- h) All of the above were considered by all departments in drawing up their Service Plans 2007-2011 and in completing the EQIA Screening section. These screenings constitute the Council's reviewed list of functions, policies and proposed policies relevant to equality and the general statutory duty and have been published on the Council's website.
- i) This long-term strategy will ensure that:
  - i) policy-making is sensitive to the diverse needs and experience of the different minority ethnic groups in Dundee;
  - ii) suitable changes are made to any structures which contribute towards inequality and discrimination;
  - iii) policies and programmes which may continue or worsen existing inequalities are amended or avoided; a policy review process is in place to specifically focus on equality and diversity outcomes.
- j) This report provides a review of the progress made towards Dundee City Council's Race Equality and Diversity Action Plan 2005-2008 (2009) and an overview of ethnic monitoring of the workforce. The report covers a review of the progress made towards the objectives of the Race Equality and Diversity Action Plan and an overview of the ethnic monitoring of the Dundee City Council workforce.

## 2) Support Arrangements for the Delivery of Equality Work

- a) During the life of the current scheme, Dundee City Council had in place a Race Equality and Diversity Action Group (REDAG). This body monitored overall performance relating to race equality and diversity objectives, including:
  - i) analysis of data produced by the Council Personnel Department to ensure that there are no areas of minority ethnic under-representation in the Council workforce;
  - ii) providing feedback and recommendations to departments regarding areas of positive action that could be taken to increase the racial diversity of the Council workforce;
  - iii) monitoring and providing feedback to Council departments in relation to full impact assessments and race equality action plans;
  - iv) analysis of monitoring data produced across all departments and identification of any potential barriers to accessibility from minority ethnic communities;
  - v) assisting with the preparation of race equality and diversity schemes and in the development of generic equality and diversity policy;
  - vi) providing input on how the Council responds to consultations on new policy/legislation relating to race.
- b) This arrangement was mirrored for both the Disability and Gender equality strands and these groups subsequently took on responsibility for religion / belief (race group), age (disability group) and sexual orientation (gender group).
- c) However, the impending single equality duty described in the Government's paper "Framework for a Fairer Future - The Equality Bill" and the development of a new role within the Council of an Equality & Diversity Co-ordinator have given cause for a review of these arrangements.
- d) An Equalities Core Group, chaired by the Head of Business Development and Support Services from the Leisure & Communities Department, has been established which will meet the remit described above for all strands of equality.
- e) The role of the Race Equality and Diversity Action Group will change and, along with the other Action groups, it will become a forum for the involvement and engagement of members of minority ethnic communities and diverse faith (and non-faith) groups.
- f) The work of the Core Group is further supported by an Equalities Champions Group, where representatives of all departments ensure that equality issues are considered in the mainstream of departments' activities.

3) Review of Race Equality and Diversity Action Plan 2005-2008

- a) When preparing a Race Equality Scheme, listed public authorities were required to produce a list of their functions, policies and proposed policies and assess which of those were relevant to race equality and the general statutory duty. Dundee City Council established this list through a comprehensive screening of all of its functions, by department, and identifying resulting objectives.
- b) Progress against these objectives is monitored through the Council's Online Plan Monitoring System. This system provides regular reminders to responsible officers who are required to record progress. A report summarising this progress is considered regularly by elected members.
- c) From the original screening of all functions and policies there were 147 action items identified across all of the strands. The following table shows the progress made to November 2009.

Status	Number	%
Completed	101	68.71%
On Schedule	23	15.65%
Behind Schedule	11	7.48%
Abandoned	12	8.16%
Total	147	100.00%

- d) Development of the Race Equality Scheme 2005-2008 also generated a number of action items. The following table shows the progress made to November 2009.

Status	Number	%
Completed	29	78.38%
On Schedule	3	8.11%
Behind Schedule	0	0.00%
Abandoned	5	13.51%
Total	37	100.00%

- e) These tables show that 86% of the objectives have been assessed as completed or on schedule. There is evidence that race equality has been considered in the mainstream of departments' activities.
- f) With regard to those actions behind schedule or unlikely to be achieved, any current concerns will have been identified during the service planning process whereby all departments developed their Service Plans 2007-2011. This process was completed in February 2008. All plans include an up-to-date EQIA screening of policies/functions for departments and identify those objectives relating to race equality to be met in the coming years. EQIA Screening sections of the Service Plans constitute the Council's reviewed list of functions, policies and proposed policies relevant to equality and the general statutory duty. The following table shows the progress made against those actions to November 2009.

Status	Number	%
Completed	8	29.63%
On Schedule	16	59.26%
Behind Schedule	2	7.41%
Ahead of Schedule	1	3.70%
Total	27	100.00%

- g) These objectives have been added to the Online Plan Monitoring Database to allow effective monitoring to take place and they will contribute to the new Single Equality Scheme Action Plan.

h) Examples where real progress can be demonstrated are:

- Many of the Council's departments now make use of Language Line. This is a facility where service users whose first language is not English have ready and immediate access to a translation and interpretation service via the telephone. This allows Council employees to readily understand requirements and significantly improves the initial response
- A major event to involve and engage members of the many diverse communities in Dundee was held on 24th August 2009. "Discovering Equality & Diversity in Dundee" attracted more than 100 delegates who took an active part in debating a wide range of issues affecting them. The outcomes of this event will influence the Single Equality Scheme and Action Plan.
- Bharatiya Ashram is a centre for culture and education in Dundee. It was set up in 1995 to promote benefits mainly for ethnic minority clients of Dundee and surrounding areas. With an overall objective of improving the quality of life for old and young alike, the ashram currently runs activities under three themes - education, health and art. DCC provided initial funding through the Council's Revenue Grants Fund and continues to support Bharatiya Ashram with free access to Leisure & Communities Department's premises and a service level agreement with the Council's Social Work Department to provide a lunch club for elderly citizens from ethnic minorities.
- The Leisure & Communities Department provided funding support to Tayside Chinese Community Centre for a Dragon Boat Race. This not only celebrated Chinese culture, introducing it to the wider community, but also promoted the Centre's activities to potential new members. Volunteers from the centre improved their skills and confidence by taking part in organising this highly successful event.
- The Council has successfully targeted immigrant workers and asylum seekers helping them to learn English via annual funding for English for Speakers of Other Languages. (ESOL). For 2008-2009, the target set nationally was 110 learners. In practice, 224 ESOL learners in the city received language support for the period.
- Swimming sessions for women with modesty issues are provided at one of the City's Leisure Centres. There are female lifeguards in attendance and no male spectators. A representative of Dundee International Women's Centre also attends to help with language issues. Swimming lessons are provided within a similar context.
- An awareness session was held with staff and partner agencies to highlight services offered to the gypsy traveller community and the objectives for the gypsy traveller site at Balmuir Wood, Tealing. In addition, funding was found to improve the facilities at the site.
- An Information Day was held in association with the Dundee Voluntary Action and involving a number of partner agencies. The event set out to make members of minority ethnic communities in particular aware of their rights in areas such as electoral registration, council tax, housing, immigration issues, education, health, employability and safety. Interpreters in Urdu/Punjabi, Cantonese/mandarin, Polish and Arabic were present on the day which was very well attended.

#### 4) Workforce Equality Monitoring

- a) The Council's Race Equality and Diversity Scheme 2005-2008 sets out how the Council plans to meet the requirements of employment legislation and gives a commitment to equality monitoring.
- b) Equality monitoring allows the Council to highlight possible inequalities, investigate the underlying causes and remove any unfairness or disadvantage in employment and recruitment. Monitoring also allows us to check that the Council's equality policies are working.
- c) There continues to be a relatively high incidence of employees who are either unwilling to provide the information (Unspecified) or have decided not to answer the question. 23% of employees have not provided their ethnic origin, this is broken down by 14% have not answered the question and 9% have decided not to specify. 39% of employees have decided not to answer the question on disability and 35% of employees have not provided their religious belief, this is broken down by 16% have not answered the question and 19% have decided not to specify.
- d) In 2008, the Council recruited 1048 employees. The disclosure rates for ethnicity of successful candidates have greatly improved over the previous year with the exception of Religious Belief, however this has still improved over last years return. The table below details the non disclosure rates over the past two years for successful candidates by each of the equality strands.

	<b>2008</b>	<b>2007</b>
Disability	6%	58%
Gender	0.5%	0%
Ethnic Origin	6%	49%
Religious Belief	36%	56%

- e) A new Corporate Training & Development system is being developed which will enable the Council to provide more accurate management information on staff and profiles.
- f) Following the changes made to the Application for Employment form the Council can now monitor information for job applicants by gender, religious belief, disability.
- g) An analysis of Dundee City Council's equality monitoring information for calendar year 2008 has been compared to the 2001 census information for Dundee and Scotland and also against the information provided in the three previous Equality Monitoring Reports. Analysis shows that the disclosure rate, amount of information reportable and quality of information has improved on a year by year basis.
- h) A full version of the report is available on the Equality pages of the Council website.

## 5) Future Action

Dundee City Council is committed to involving and engaging people in what it does. If you feel you can contribute to the promotion of race equality in Dundee, please contact us.

The Race Equality & Diversity Action Group will be a place where these issues are discussed and you are invited to take part. This group will help us to develop our new Single Equality Scheme.

### Contact Details:

Merrill Smith  
Head of Business Development & Support Services  
Leisure & Communities Department  
Tel. 01382 307849  
E-mail: [merrill.smith@dundeecity.gov.uk](mailto:merrill.smith@dundeecity.gov.uk)

Scott Mands  
Equality & Diversity Co-ordinator  
Leisure & Communities Department  
Tel. 01382 438889  
E-mail: [scott.mands@dundeecity.gov.uk](mailto:scott.mands@dundeecity.gov.uk)

Bruce Patrick  
Dundee City Council  
Race Equality & Diversity Action Group  
Tel. 01382 434757  
E-mail: [bruce.patrick@dundeecity.gov.uk](mailto:bruce.patrick@dundeecity.gov.uk)