

R a c e E q u a l i t y S c h e m e

Background

There is a general statutory duty under Section 571 (1) of the Race Relations Act 1976, amended in 2000, for Local Authorities to put in place and publish a Race Equality Scheme. There is an expectation that organisations in receipt of funding from LA's or commissioned by LA's for specific work will also have a Race Equality Scheme.

Context

Connexions Leicester Shire Race Equality Scheme and Action Plan are underpinned by our Diversity & Equality Strategy, guidance and annual plan. These documents are available on our website and updated regularly. We welcome feedback, involvement and comments from service users, partners, parents and carers on all aspects of our strategy, scheme and implementation plans.

The Connexions Race Equality Scheme is underpinned by an internal audit / impact assessment based on a template circulated by the National Association of Connexions Partnerships (See Annex A).

Reporting and management structures are integral with those identified in our Diversity and Equality Strategy.

Aims

Connexions Leicester Shire Race Equality Scheme aims to ensure:

- Race equality is part of our working culture;
- An increase of positive outcomes for young people and adults using our services;
- To increase the racial diversity of our workforce so that it reflects that of local population;
- To involve service users and partners in our Race Equality Scheme through inviting feedback, comments and engagement in delivery through sub-contracting and purchasing arrangement.

Action Plan

The action plan attached as Annex B identifies key areas for development as a result of our self-assessment and will be reviewed and updated every 6 months.

It should be read together with the annual Diversity & Equality Delivery Plan.

Race Equality Scheme
Connexions Partnership Self-Assessment

(based on BTEG Recommendations, as amended by NACP and Connexions Leicester Shire – August '06)

Connexions Partnerships should:	Evidence	Met	Partially Met	Not Met	Comments	Timescale	Review
Have an Equalities Champion within the Partnership at a suitably senior level to be able to influence and affect the business strategy and delivery.	<ul style="list-style-type: none"> - Paul Brown as Board representative. - Jenny Hand as Senior Management representative. - Included in D. & E. Strategy. 	✓					
Have a Race Equality Scheme with Action Plan in place.	Partial - sub-group produced first draft.		✓		Scheme in draft to go to D & E group on 21 st August and for Board appraisal in September. D. & E. Strategy, guidance & RES to go on website with feedback from young people & partners.	September 06 October 06	Met 25/9/06
Ensure BME organisations are represented on key decision-making structures.	Close working relationship. REC was approached on setting up. Connexions and the Board will be re-approached about representation.			✓	Evaluate Connexions use of current BME representative structures, and propose appropriate representation within new arrangements.	August 07	

Connexions Partnerships should:	Evidence	Met	Partially Met	Not Met	Comments	Timescale	Review
Require all service providers to undertake ethnic monitoring and review their performance in relation to meeting the needs of young BME people.	Monitoring contact but not outcomes for service providers and Connexions direct delivery. Information not used to inform action. Monitoring information may not reflect the new communities in Leicester and Leicestershire.		✓		Use sub-contracts monitoring information to shape future sub-contracts. Increase Connexions recording of equality information including ethnicity to 99%. Work with partners to improve accuracy of recording of ethnicity by widening categories of information collected to fit local community profiles, for example to include travellers, European Africans, new EU communities, Somalians etc.	April 07 March 07	
Undertake quarterly reviews and monitoring of service uptake to ensure all parts of the local community have access to the service.	Monthly and quarterly management reports. Gaps in outcomes are used to inform need for new work such as research on Black Caribbean and mixed heritage young people.	✓					
Appreciate and value the expertise that black voluntary and community sector organisations can bring to the service.	Connexions voluntary sector grants to black voluntary and community. BME groups supported to gain Matrix and in capacity building training. BME organisations are also sub-contracted through nextstep. PA referrals made to specialist BME community organisations and logged on Profile.	✓					

Connexions Partnerships should:	Evidence	Met	Partially Met	Not Met	Comments	Timescale	Review
Monitor the annual allocation of contracts to BME organisations.	Voluntary Sector grants monitoring.	✓					
Undertake strategic mapping of the BME voluntary sector to identify organisations that they can form meaningful relationships with.	Working with local voluntary action agencies to ensure comprehensive directory of support is available i.e. network service directory for adult clients. Strategic mapping not entirely a Connexions responsibility, but to be developed as part of wider partnerships.		✓		Work with other key voluntary sector liaison organisations for networking on an ongoing basis.	August 07	
Hold workshops/consultations for BME people to enhance their voice and contribution to key decision-making processes within the Partnership.	Specific consultation taken place through peer research to address specific needs identified. (March – Sept 06).		✓		Disseminate outcomes of research and develop action plan (See D. & E. Action Plan for action).	March 07	
	Monitoring and report written of young people involved in Connexions by race, gender, disability. Young people taken part in D. & E. training and involved in Board meetings.						
Carry out surveys to gauge users' satisfaction levels with information, advice and guidance services delivered through Connexions Partnerships.	Area reviews. 2 week satisfaction surveys, comments cards and client tracking for satisfaction.		✓		Comments cards to include race, gender and disability for monitoring purposes at next re-print. Comments to be analysed in relation to number of respondents. Use website for feedback from young people and partners on the RES and resulting actions.	August 07 September 06 Oct 06 – March 07	Completed 25/9/06

Connexions Partnerships should:	Evidence	Met	Partially Met	Not Met	Comments	Timescale	Review
Monitor appraisal, grievance, disciplinary, complaints and customer satisfaction performance by ethnicity.	Not in place.			✓	HR to set up monitoring for staff. QA to set up monitoring of customer satisfaction.	1 st April 07	
Set targets so that staff and volunteers reflect the ethnic make-up of the community.	Monitoring in place but forward targets on staffing not set. Board members representation is not reflective of the community.			✓ ✓	Targets to be included in next year's business plan. Board to consider representation and use of co-options to redress imbalance of representation over coming year.	February 07 September 07	
Train staff in dealing with race, diversity and institutional racism. Monitoring staff training re. diversity and equality.	New Diversity & Equality Induction Open Pack in place. Monitoring of attendees of specific training needs re. race equality not complete. Monitoring of racial incidents training scheme delivered in 2005 and scheme set up.			✓	More comprehensive records of training attended and training needs to be established. Specific training in relation to race, diversity and institutional racism to be piloted. Also see D. & E. Plan for 2006/07.	June 07	

R a c e E q u a l i t y S c h e m e
ACTION PLAN – August 06

Area of Action Identified	Evidence	Action	Timescale	Lead
Have a Race Equality Scheme with Action Plan in place.	Partial - sub-group produced first draft.	Scheme in draft to go to D & E group on 21 st August and for Board appraisal in September.	September 06	J. Hand
Ensure BME organisations are represented on key decision-making structures.	Close working relationship. REC was approached on setting up. Connexions and the Board will be re-approached about representation.	Evaluate Connexions use of current BME representative structures, including LEMP (Leicestershire Ethnic Minority Partnership), and propose appropriate representation within new arrangements.	August 07	J. Hand
Require all service providers to undertake ethnic monitoring and review their performance in relation to meeting the needs of young BME people.	Monitoring contact but not outcomes for service providers and Connexions direct delivery. Information not used to inform action.	Use sub-contracts monitoring information to shape future sub-contracts. Increase Connexions recording of equality information including ethnicity to 99%. Work with partners to improve accuracy of recording of ethnicity by widening categories of information collected to fit local community profiles, for example to include Travellers, European Africans, new EU communities, Somalians etc.	April 07 March 07	All Managers J. Hand

Area of Action Identified	Evidence	Action	Timescale	Lead
Undertake strategic mapping of the BME voluntary sector to identify organisations that they can form meaningful relationships with.	Working with local voluntary action agencies to ensure comprehensive directory of support is available e.g. network service directory for adults and young people. Not entirely a Connexions responsibility.	Work with other key voluntary sector liaison organisations for networking on an ongoing basis.	Ongoing	All Managers
Hold workshops/consultations for BME people to enhance their voice and contribution to key decision-making processes within the Partnership.	Specific consultation taken place through peer research to address specific needs identified. (March-Sept 06). Monitoring and report written of young people involved in Connexions by race, gender, disability. Young people taken part in D. & E. training and involved in Board meetings.	Disseminate outcomes of research and develop action plan (see D. & E. Action Plan).	March 07	J. Hand
Carry out surveys to gauge users' satisfaction levels with information, advice and guidance services delivered through Connexions Partnerships.	Area reviews. 2 week satisfaction surveys, comments cards and client tracking for satisfaction.	Comments cards to include race, gender and disability for monitoring purposes at next re-print. Comments to be analysed in relation to number of respondents. Use website for feedback from young people on RES (Oct 06 – March 07)	August 07 September 06	
Monitor appraisal, grievance, disciplinary, complaints and customer satisfaction performance by ethnicity.	Not in place.	HR to set up monitoring for staff.	1 st April 07	
Set targets so that staff reflect the ethnic make-up of the community.	Monitoring in place but targets not set.	Targets to be included in next year's business plan.	February 07	

Area of Action Identified	Evidence	Action	Timescale	Lead
Train staff in dealing with race, diversity and institutional racism. Monitoring staff training re. diversity and equality.	New Diversity & Equality Induction Open Pack in place. Monitoring of attendees of specific training needs re. race equality not complete. Monitoring of racial incidents training scheme delivered in 2005 and scheme set up.	More comprehensive records of training attended and training needs to be established. Specific training in relation to race, diversity and institutional racism to be piloted.	June 07	