

# HERTFORDSHIRE COUNTY COUNCIL

**CABINET**  
**MONDAY 21 JULY 2003 AT 2.00 P.M.**

Agenda Item No.

**2**

## **RACE EQUALITY SCHEME**

Report of the Corporate Director (People and Property)

Author: Kay Robertson

Tel: 01992 556654

Executive Member:- David Beatty

### **1. Purpose of report**

- 1.1 To seek Cabinet approval for Hertfordshire's revised Race Equality Scheme for 2003/04. (attached)

### **2. Summary**

- 2.1 The Race Relations (Amendment) Act 2000 requires all public bodies to produce and consult on a Race Equality Scheme. A detailed consultation process has now been completed on the draft scheme agreed by Cabinet in July 2002 and a final scheme has now been produced.

### **3. Conclusion**

- 3.1 The revised Race Equality Scheme was considered by the Equalities Panel on 28 May 2003 and Cabinet is now invited to consider approving the scheme.

### **4. Background**

- 4.1 The Race Relations (Amendment) Act 2000 placed a number of new duties on the County Council, as a local authority. One of the specific duties is to produce a Race Equality Scheme that sets out how we will meet our obligations to promote racial equality.
- 4.2 A draft Race Equality Scheme was published in May 2003. The RR(A) Act requires authorities to undertake public consultation on their draft scheme and this has now been completed.
- 4.3 A consultation was undertaken through the Herts Direct newsletter and website during the period January to March 2003, and received over 120 responses. In summary, most people (63.5%) felt that the Council has got its priorities for race equality right and 59.5% of respondees

said there are no services that do not promote race equality. There were a number of suggestions for improving services. These included recruiting more employees from a minority ethnic background, and in particular at senior levels, and holding more multi-cultural events so that people of all cultures and backgrounds have an opportunity to learn about each other.

4.4 The Scheme details the functions, policies and services in each department which have relevance to race equality. These functions, policies and services have been matched against three priorities for the County Council's Race Equality Strategy.

1. Creating a more diverse workforce
2. Making services more responsive to community needs
3. Strengthening community relations

The functions, policies and services and the dates for review are listed in the Action Plan at Appendix 1 of the Scheme.