

Race Equality in Newcastle

Annual Report 2006 – 2007

Social Inclusion and Equality Team, Chief Executive's Office

تعرفك هذه الوثيقة عن كيفية عمل مجلس بلدية نيوكاسل (Newcastle City Council) تجاه المساواة العرقية. إذا أردت أن نأتي إليك ونتحدث معك بخصوص ذلك بلغتك، فاتصل بالرقم: 0191 2115019 .

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Ce document vous informe de ce que fait la municipalité de Newcastle pour parvenir à l'égalité raciale. Si vous souhaitez que l'on vienne vous en parler dans votre langue, veuillez appeler le 0191 2115019.

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Este documento informa-o das acções realizadas pelo município de Newcastle para alcançar a igualdade racial. Caso deseje que o contactemos no seu idioma, queira ligar para o número 0191 2115019.

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اس دستاویز میں بتایا گیا ہے کہ نیوکاسل سٹی کونسل نسلی مساوات کے سلسلے میں کیا کچھ کر رہی ہے۔ اگر آپ چاہیں تو ہم آپ کے پاس آکر آپ کی اپنی زبان میں اس کے متعلق مزید بتا سکتے ہیں۔ مہربانی کر کے اس نمبر پر ٹیلی فون کریں: 0191 211 5019

This document tells you how Newcastle City Council is working towards race equality – and in particular our progress during 2006/07.

This information is also available in large print, Braille, audio tape and in electronic format.

We can also arrange for you to see a British Sign Language interpreter.

If you want this information in your language we will arrange an interpreter for you.

 0191 2115029

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1. Introduction

This document tells you about some of the work that Newcastle City Council is doing to promote race equality in Newcastle.

We want Newcastle to be a place where no one experiences discrimination or disadvantage because of his or her age, gender, sexual orientation, disability, race, colour, nationality, ethnic origin or faith. We believe that as a large service provider, employer and community leader we have an important role to play in making this happen. This report is about our work on race equality.

In 2005 we published our second Race Equality Scheme. The Scheme included a commitment to produce annual progress reports like this one. The Scheme also explained the action we are taking to make sure we meet our legal duty to promote race equality.

We aim to put equality at the centre of policy making, service delivery and employment practices so that it is a key part of our day to day work. To help us to do this we set a number of targets and created a race equality action plan as part of our Race Equality Scheme.

We have made good progress on our action plan and our targets. Further details can be found in sections 3 and 4 of this report. Setting targets is one way of measuring our progress but it's also important to seek the views of members of staff and the community.

To get a better understanding of the experiences of our Black and minority ethnic customers and staff we have analysed information from customer and staff surveys. This information is included in section 5 of this report so that you can see what people think. We have also analysed data about our workforce as this helps us to see whether our employment practices are fair and whether we are successfully attracting under-represented groups to apply for jobs at the Council. This information is in section 6.

We still have a lot of work to do. The final section of this report tells you about our priorities for the next 12 months and includes an action plan.

2. What the law says

The Race Relations (Amendment) Act 2000 says that the Council must 'have due regard to the need to':

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

Our Race Equality Scheme contains more information about how we are doing this. It is available on our website www.newcastle.gov.uk

3. Race action plan

Our previous annual report contained an action plan to help us meet our legal duties. The action plan focused on improving:

- staff awareness
- our monitoring and information systems and how we use them
- the way we communicate and consult with the community

Who is responsible?

Equality is the responsibility of all councillors, managers, staff, contractors and partners. We have designated staff working on equality in all directorates. To co-ordinate this work, we have a small Social Inclusion and Equality Team within the Chief Executive's Directorate.

What have we done?

We have made good progress on the action plan although some of the actions have taken longer than we anticipated. Here are some of the actions we have completed since our last annual report:

- We completed our initial research into the needs of Gypsies and Travellers in Newcastle. The research revealed potential gaps in our housing policy and service delivery. As a result of this we have begun working with the other Tyne and Wear authorities to develop a joint approach to meeting the housing needs of Gypsies and Travellers.
- A number of positive action initiatives aimed at increasing the diversity of our workforce are now underway. They include:
 - Refugees Into Sustainable Employment (RISE)
 - Positive Action Training Highway (PATH),
 - work with universities, colleges and BME community groups to raise our profile as a potential career path

- advertising posts on websites aimed at underrepresented groups such as www.blackandasiangrad.ac.uk
- one to one guidance with BME individuals and groups on interview techniques and application forms
- We have ensured that council service plans include a section on equality which includes actions and targets. Service Plans are the key plans published by different sections of the council setting out exactly what their role is and how they plan to carry it out over the next year. This is an important step in making equality a more mainstream part of council activities.
- We commissioned an options appraisal into the need for a new race equality organisation for Tyne and Wear with further consultation across the county. A steering group with members from public authorities and stakeholder and community groups has been set up to oversee this work
- We have published a document called 'Producing Information' which is aimed at ensuring that all information produced by the council is easily accessible to everyone in the community. This is available to staff on the council's customer service website.

Full details can be found in appendix 1.

4. Race equality targets

Every year the government sets, or we set ourselves, a number of targets against Best Value and local performance indicators. A number of these performance indicators aim to bring about improvement in race equality.

Have we met our targets?

We have made good progress against some of our targets while others have proved more challenging. For example, we have:

- revised our target of reaching level 4 of the Equality Standard for Local Government (ESLG). This is because the requirements of the ESLG have changed. We are making good progress towards our revised target and plan to reach level 4 of the standard by April of 2008
- met the Commission for Racial Equality's code of practice in rented housing and the good practice standards for social landlords on tackling racist harassment.
- missed our main performance targets for increasing the diversity of our workforce. This is disappointing but we continue to move in the right direction
 - We increased the proportion of the top 5% of earners at the council who are from BME communities.
 - We also increased the percentage of local authority employees from BME communities relative to the BME population of the city.

Details of the action we plan to take to improve our performance in this area can be found in our latest race equality action plan (section 9).

- Met our target to ensure that 70% of racist incidents were dealt with according to agreed standards

Further information and a full list of our race equality targets can be found in appendix 2.

5. What our residents and staff think

Residents Survey

Every year we carry out a Residents Survey to find out what residents think of the Council and how satisfied they are with our services and with different aspects of life in Newcastle. We have analysed the results of the survey to see whether there is any meaningful difference in the responses of white and BME* residents in the city.

We have grouped the responses into these two categories (white and BME) because Newcastle's total adult BME population is only 5.8% and therefore the number of responses from individual ethnic groups is too low for us to see if the figures are statistically meaningful. For example less than 1% of respondents were from an Indian background and only 0.3% from a Black African background.

The results

- When asked about a range of issues around anti-social behaviour in their area BME people are more likely to see it as a problem. In particular, BME residents are far more likely to perceive people being attacked because of their skin colour, ethnic origin or religion as a big or fairly big problem
- In addition to this, BME residents feel less safe than white residents when out in Newcastle city centre after dark. At the same time, there is no difference between how safe white and BME people feel outside in their own neighbourhood after dark.
- There is no evidence of any difference between the responses of white and BME residents to the question 'to what extent do you agree or disagree that this local area is a place where people from different backgrounds get on well together?'
- There is no evidence of any significant difference in responses between white and BME residents when asked how satisfied they were with 'the way the authority runs things.'
- Neither is there any evidence of any significant difference in answers between white and BME residents when asked if the way the authority runs things 'has got better, worse...or has it stayed the same'
- When asked about satisfaction with a range of council services, including housing, planning and personal social services there is no significant difference between how satisfied white and BME people say they are. Neither was there any significant difference between white and BME people in their

* In this section of the report the term BME is used to describe residents and staff who did not identify themselves as being in one of the 'white' census categories for ethnic origin.

response to the question, 'taking everything into account how satisfied or dissatisfied are you with the way the council runs things'.

- BME residents are much more likely than white residents to feel that they are able to influence decisions affecting their local area.
- When asked a range of questions around how the council performs overall BME people are more likely to say that the council is efficient and well run and also that it acts on the concerns of local residents. At the same time, BME people are more likely to say that the Council is remote and impersonal.

What does this mean?

Some of the differences identified in the survey can be partially explained by geography. We know, for example, that some BME communities are more likely to live in those areas of the city where anti-social behaviour is perceived to be more of a problem. We are working together with other agencies in the Local Strategic Partnership to make all communities in Newcastle safer and more prosperous.

However, we recognise that the anti-social behaviour concerns of BME communities are about more than Geography. While the ongoing research and intelligence gathering carried out by our Community Safety Unit means that we are not surprised by these findings, we remain particularly concerned at the significant proportion of BME residents who feel that people being attacked because of skin colour/ethnicity/religion is a big or fairly big problem in their local area. We are also concerned that significantly more BME people feel unsafe in Newcastle city centre after dark than do white people.

Our work to address these concerns is led by ARCH, a network of over 40 agencies facilitated by the Council Community Safety unit who work to combat hate crime and reduce community tensions. ARCH has developed a web based reporting, referral and case management system for racist incidents which has been identified by Race Action Net as national good practice. There are now 93 racist incident reporting centres in the City across 26 agencies (800+ trained users). Racist incident reporting levels increased by 94% in 2005/06 compared with the previous year, and 13% in 2006/07. ARCH also provides a wide range of training to support its partner agencies and has developed an excellent reputation in this area of work locally, regionally and nationally. ARCH has been working with Northumbria Police and national experts to develop a model for the collection, analysis and response to community intelligence/tension monitoring information. This is being piloted as part of Safe Neighbourhoods which carries out enhanced problem solving at a local level. Safe Neighbourhoods will be rolled out citywide by 2008. We believe that this combination of effective mechanisms to monitor and respond to incidents; developing systems to monitor community tension and building the capacity of front line staff to manage conflict and promote cohesion will reduce the number of racist incidents in the city and, importantly, the fear of racist incidents among residents.

While we recognise that we need to continue to work hard to reduce anti-social behaviour we believe that many of the other findings from the survey are positive. We welcome the fact that white and BME people are equally likely to agree that their local area is a place where people from different backgrounds get on well together – overall, 69% of people in Newcastle agree that this is the case. We are also happy

that white and BME residents are equally satisfied with 'the way the council runs things'.

When asked about satisfaction with a range of council services, including housing, planning and personal social services there is no significant difference between how satisfied white and BME people say they are. Neither was there any significant difference between white and BME people in their response to the question, 'taking everything into account how satisfied or dissatisfied are you with the way the council runs things'.

The results of the survey suggest that in most cases white people and BME people have broadly similar experiences and views about the Council and our services. These are the results we would expect to see if services were being provided fairly and consistently to all residents regardless of their ethnic origin. However, because the number of residents from some ethnic groups is very small it is very difficult to look in detail, on the basis of this residents' survey, at whether different ethnic groups have different views or experiences.

Staff Survey

Every two years we carry out a survey to find out what our staff think about their jobs, their managers and the Council as an organisation. The results of our analysis or the most recent survey (2005) were published in our 2005/06 annual report.

6. Workforce monitoring data

We have a specific duty, as an employer, to carry out ethnic monitoring of our workforce and to publish this information every year. Full details can be found in the Organisational Development 'Annual Workforce Equality Monitoring Report 2006-2007' which is on our website www.newcastle.gov.uk. We also have two Best Value Performance Indicators relating to ethnicity and the workforce. These indicators relate to the percentage of employees in the workforce who are from BME communities and the percentage of the top 5% of earners who are from BME communities. There is more information about this in Appendix 2.

Ethnic monitoring gives us a clearer picture of what is happening in our workforce. It helps us to see whether our equality policies are working. Our aim is to create a workforce that makes full use of people's talents and is more representative of the community we serve. The results below relate to the period 1 April 2006 to 31 March 2007.

The results

- 2.57%* of employees are from BME communities.

* figure as at 31/3/06. This figure is lower than the economically active BME population of Newcastle which is 5.7%. However, in the 'travel to work area' (the wider geographical area from which people

- 2.31%* of the top 5% of earners are from BME communities.
- There is some evidence that BME staff are located in lower hour, lower grade jobs and are less likely than white staff to have permanent contracts. For example 35% of BME staff are in casual positions compared to 20% of white staff and 13.1% of BME staff have contracts that are less than a quarter time compared to 8.5% of white staff.
- 10.96% of applications for jobs were from BME applicants.
- 9.34% of all shortlisted candidates were from a BME background.
- 7.84% of appointed candidates were from a BME background.
- 3.42% of training was received by staff from BME backgrounds.
- 7.09% of staff leaving the Council were from a BME background.
- 1.65% of applicants for promotion were from a BME background. 7.84% of those appointed to promotion positions were from BME backgrounds.

What does this mean?

While progress has been made there is still a need to improve representation of BME staff across the authority and of BME staff in senior positions. Action to address this is included in the action plan and full details of a number of positive action initiatives we are undertaking can be found in the Organisational Development Annual Workforce Monitoring Report 2006-2007.

We are investigating why BME staff are located in lower hour, lower grade posts and are less likely to have permanent contracts. Data is currently being examined in Directorates that have a high proportion of casual employees. The purpose is to examine the figures in more detail, to assess whether there are underlying reasons for the differences between BME and White staff and to produce recommendations for improvement. Following this, we intend to organise focus groups with BME casuals to ascertain whether there are any barriers to working for the Council, what those barriers are and the steps that we can take to promote opportunities at the Council.

7. Assessments

We have a duty to assess and consult on the likely impact of new or proposed policies. We use a standard Equality Impact and Needs Assessment (EINA) to assess all proposed policies. New policies are reported to Executive for approval. All reports to Executive must include details of the outcome of the EINA. We are currently revising our impact assessment process. The new process will enable us to assess the impact of our policies on the grounds of race, gender, disability, sexual orientation, age, religion & belief, community cohesion and social inclusion. Training will be given to managers to help them carry out these assessments.

In 2006 we published our Disability Equality Scheme, setting out how we will promote equality In 2007 we also published our Gender Equality Scheme, setting out

who come to work for the Council live) only 2.6% of the economically active population are from BME communities.

how we will promote equality between men and women and how we will tackle gender discrimination and harassment. The full scheme is available on the website of by contacting the Equality and Inclusion Team – contact details in section 10.

8. Priorities and action plan for 2006/07

In putting together this action plan we have reviewed the Equality Impact and Needs Assessments carried out on service areas across the Council. We have also looked at our service monitoring data together with the survey research and workforce monitoring report set out above. Key actions will form part of annual service plans.

The actions in our plan are arranged under three broad objectives. By successfully implementing this action plan we hope to:

- continue to increase the diversity of the Council workforce so that it better reflects the communities we serve.
- ensure that BME people have fair and equal access to services and have the services that they need
- promote good relations between people from different ethnic groups and ensure that all BME communities are able to take a full and active part in the life of the city

Take positive action to increase the diversity of our workforce.	Directorate	Review Date
Work with the corporate Employment Diversity Team to increase the number of BME staff recruited to senior positions in social care	Adult services	May-08
Recruit more BME women to domiciliary care. (Building on work from the Sheffield Hallam GELLM Research support the NRF project)	Adult services	May-08
Submit 'RISE' applicant details to the Adult Services Management Team every quarter for discussion and to identify opportunities.	Adult services	May-08
Undertake a review of our scheme to increase BME diversity of workforce	City Service	May-08
Participate in the ongoing corporate Equalities training programme to build on the training completed in 2006	Adult services	Ongoing
Deliver a half day session on Equalities and Diversity as it relates to Social Care to all newly appointed Adult Services staff. This is part of a directorate three day induction programme which is in addition to corporate induction and equalities training.	Adult services	Ongoing
Continue to support the RISE and PATH Trainee initiative. Identify appropriate sections for placement. Continue links with RISE via the Employment Outreach worker in Employment Diversity Team	Chief Executive's Office	Ongoing

Increase the number of BME clients registered with Jobmatch and continue to promote the scheme to BME people.	Chief Executive's Office	May-08
Develop a database of BME students who are looking for work placements and implement a work placement scheme	Chief Executive's Office	May-08
Produce an 'Applying for Employment' booklet aimed at people who are underrepresented in the Council workforce (this includes BME people). The booklet will address frequently asked questions about applying to and working for the Council.	Chief Executive's Office	Jun-07
Develop and deliver an employment skills training course aimed at people who are underrepresented in the Council workforce. The course will cover what kind of work we do at the Council, the type of jobs we offer and our recruitment process.	Chief Executive's Office	Ongoing
Visit different community groups and recruitment agencies to promote Council vacancies and the Jobmatch programme to people who are currently underrepresented in our workforce	Chief Executive's Office	Jul-07
Take on a minimum of 4 RISE Trainees and develop links with RISE via Employment Outreach worker in Employment Diversity Team.	Neighbourhood Services	Feb-08
Take on a 2 year positive action trainee	Neighbourhood Services	July-07
Organise an Open day / Jobs fair in areas with a high percentage of BME residents.	Neighbourhood Services	Mar-08
Ensure that BME people have fair and equal access to services and have the services that they need		
Complete a review of service user monitoring data aimed at improving the way in which this data informs council activity.	Equality and Inclusion team	Jan-08
Make available Bereavement Services literature in various languages <ul style="list-style-type: none"> • Ensure translation services are secured for commemoration booklets and cemetery literature. • Develop links with translation services. • Identify resources needed to do the translation 	Neighbourhood Services	Apr-08
Increase participation of BME communities in Leisure Services by: <ul style="list-style-type: none"> • Developing a programme of sports and recreation for refugees and asylum seekers. • Effectively advertising and marketing activities taking place in leisure services to the BME community. • Identifying barriers to participation 	Neighbourhood Services	Apr-08
Monitor the ethnicity of customer service centre users	City Service	Ongoing

Communicate the roll out of the equalities strapline within City Service and Include equalities straplines on 100% of City Service documentation	City Service	May 08
Improve communication with hard to reach groups <ul style="list-style-type: none"> • 'Produce a 'Welcome to Newcastle' leaflet, which includes key information on the council and city, for asylum seekers and new migrants and promoting the telephone interpreting service more widely. • Investigate demand for a mini guide to services for the BME community 	Chief Executive's Office	May 08
Work with members of BME Community to deliver a health advice drop in service in west end of Newcastle	Children's Services	May 08
Plan monitoring and intervention strategies based the baseline data we have gathered on school attendance and ethnicity	Children's Services	May 08
Increase resources in the Youth Offending Team which will develop the range of interventions available, in particular for girls and BME groups	Children's Services	
Set an accurate baseline measurement of young peoples' confidence in anti-bullying reporting systems	Children's Services	May 08
Ensure continued compliance with the Commission for Racial Equality Code of Practice on Racial Equality in Housing in order to ensure equal access to housing and related services and that they reflect the requirements of BME communities	Regeneration	Mar 08
Develop an action plan through the BME Housing Strategy Review Group for people who are vulnerable to homelessness and repeat homelessness. Ensure that temporary accommodation meets their needs, that they can access temporary accommodation and are able to sustain independent living. Monitor the outcomes of these actions on a quarterly basis	Regeneration	Mar 08
Carry out targeted work with the Chinese community and South Asian women to raise awareness on issues of equality, diversity and anti discriminatory practice	Chief Executive's Office	Ongoing
Undertake a local assessment and establish a sub regional policy on Gypsy and Traveller housing needs	Regeneration	Mar 08
Improve awareness and take up of Drug and Alcohol advice and support services among BME communities. The Drug and Alcohol Team will do this by proactively working with BME community groups.	Adult services	May 08
Respond better to the needs of BME users of our Sensory Support Service. The Sensory Support Service has carried out initial research and identified people with a sensory disability from BME communities. A consultation exercise will take place with these service users during 2007-08	Adult services	May 08
Develop further opportunities to engage vulnerable young people in youth service activities, especially	Children's Services	May 08

those from minority ethnic groups		
Increase the number of foster care placements for BME children	Children's Services	May-08
Develop a BME housing strategy to be completed in August 2008	Regeneration	August 08
Deliver the actions agreed as part of an Equality Impact and Needs Assessment carried out on Your Choice Homes	Regeneration	Mar 08
Promote positive relations between people from different ethnic groups and ensure that BME residents are able to take a full and active part in the life of the city		
Publish a Community Cohesion Strategy by the Summer of 2008	Equality and Inclusion team	Ongoing
Expand the ARCH hate crime reporting system to include all forms of bullying	Regeneration	Sep 08
The Community Safety Unit will continue to train front line staff in managing community conflict and promoting community cohesion	Regeneration	May 08
The Community Safety Unit will continue to develop conflict management training with young people at West Gate College	Regeneration	May 08
We will review our strategy for the recruitment and retention of school governors	Children's Services	May 08
We will invite representation from BME communities to our Healthy Schools steering group and also our Food in Schools group	Children's Services	May 08
Deliver training on Asylum Awareness and on Community Cohesion Conflict Facilitation to raise awareness of equality, diversity and anti discriminatory practice	Children's Services	Ongoing
Organise annual events such as Holocaust Memorial Day, Chinese New Year Festivities and The Community Learning in Partnership (CLIP) festival in order to improve community cohesion	Chief Executive's Office	Ongoing
Increase participation of BME communities in ward committees by <ul style="list-style-type: none"> • visiting BME community groups to raise awareness of the role of ward committees • working in partnership with the Community Development Unit • Identifying barriers to participation. 	Neighbourhood Services	Sep 07
Introduce new methods of promoting different cultures within City Service so that City Service staff can broaden their understanding of our customer needs	City Service	May 08
Host a regional conference on Forced Marriages and 'Honour Crimes' to raise awareness and develop a work programme	Regeneration	March 08

9. Further information

If you would like more information about the work we are doing to promote equality:

go to our website www.newcastle.gov.uk

email equality@newcastle.gov.uk

or telephone 0191 2115029 or 2777132

Appendix 1

Newcastle City Council race action plan 2006/2007

Action	Date due	Update
Complete research into the needs of Gypsies and travellers in Newcastle and produce recommendations to inform policy.	31 March 2007	Initial research revealed a gap in service delivery and potential failure to meet a statutory duty to consider Gypsy and Traveller housing needs. The council is now working with neighbouring authorities to establish a sub-regional approach to the issue
Produce regular equality monitoring and target setting reports to assist directorates with service planning.	Quarterly	Directorates receive workforce monitoring information on a quarterly basis. We are currently engaged in a review of equality monitoring data aimed at putting together a comprehensive picture of what data we collect and what it is used for
All directorate service plans to contain equality actions and targets for employment and service delivery	31 March 2007	All directorate service plans for 2006-07 contain an equality section which includes actions and targets.
Implement various positive action initiatives aimed to increase the diversity of the workforce (full details are available from the Employment Diversity Team).	31 May 2007	The following initiatives are now underway: RISE, PATH, work with universities, work with BME community groups, advertising posts on positive action websites, one to one guidance with BME individuals and groups on interview techniques and application forms, job match scheme.
Raise customer awareness about why we collect monitoring data by carrying out promotional activities during National Customer Service Week.	9 October 2006	A series of awareness raising activities took place during National Customer Service Week in October. Leaflets and posters were displayed and staff attended Customer Service Centres and Leisure Centres to talk to customers about monitoring. There was also a prize drawer for customers who completed monitoring forms.
Work with BME staff to raise awareness of and confidence in the Dignity at Work Policy. Develop a system to monitor use of Dignity at Work procedures.	31 May 2007	Training and Development team will deliver a presentation at the BME staff group in September 2007 to raise awareness of the Dignity at Work Policy.
Work with the other Tyne and Wear authorities to implement	31 May	A steering group with members from public authorities

the recommendations of the research into the need for a race equality organisation in the region.	2007	and stakeholder and community groups has been set up to oversee this work. Consultants carried out an options appraisal with further consultation across Tyne and Wear.
Produce a Communication Strategy to promote the use of corporate standards for communication across the authority.	30 September 2006	We have published a document called 'Producing Information' which informs staff of our standards for communication. This is available to staff on the council's customer service website. Say something about the communication strategy
Develop a central monitoring system to record demand for information in alternative formats to improve our understanding of need.	30 September 2006	This action has not been carried out. An communication task group has been set up to address the problem
Promote the translation and interpretation services to increase awareness among staff.	30 September 2006	We have worked with our directorate communication champions to raise awareness of these services. Further work with staff is planned.
Promote the translation and interpretation services to increase awareness among service users.	30 September 2006	The Communications Unit carried out some work with focus groups from different BME communities to find out what sort of information people would like to see translated. This identified the need to produce a translated guide to council services for people who have recently arrived in Newcastle. This guide is currently being translated into 10 languages and will be distributed by housing providers. We are also producing posters to display in our Customer Service Centres to promote the availability of a telephone interpreting service at Customer Service Centres.
Consult designated consultation and scrutiny groups on whether equality targets have been met and were relevant to their needs.	30 June 2007	BME staff steering group to be consulted. BME forum also to be consulted.
Consult designated BME community groups on the draft Engagement Strategy.	20 September 2006	Consultation on the Community Engagement Strategy involved meetings with the BME forum, Community Empowerment Network and a Chinese Centre Event,

		ward committees and 'Together We Can' Event. Strategy and questionnaire were sent to the Council of Faiths and BME Forum. All took place August/September 2006. Citylife/website questionnaire on the strategy - 6% of respondents were from BME communities. Key issue arising from consultation was the need for plain English summary leaflet which has been produced.
Proposal to carry out research on BME employment status to go to Scrutiny Management Committee. Research would seek to understand why BME staff are located in lower hour and lower grades and are less likely to have permanent contracts.	31 October 2006	Currently information about BME casuals in Neighbourhood Services and Chief Executive's Office (the two directorates with the highest proportion of BME casual employees) is being examined and analysed and will be escalated to Directorates by July 2007 when they will action plan for improvement.
Gather data and carry out initial assessment of the implications of new migrant workers coming to the city.	30 September 2006	We have carried out the initial research. We concluded that the implications of this immigration for the regeneration of the city are largely beneficial. Skilled new migrants are filling job vacancies and helping to boost the City's population which had been in decline until very recently. The City Council community safety unit continuously monitors potential community tensions in the city

Appendix 2

Our Best Value targets

	2006/ 2007 target	Status	2007/ 2008 target
BV2a The level of the Equality Standard for Local Government to which the authority conforms	4	3	4
BV11b The percentage of the top 5 percent of earners from black and minority ethnic communities	2.7	2.31	3.10
BV17a The percentage of local authority employees from minority ethnic communities compared with the percentage of the economically active minority ethnic population in the authority area	2.8	2.57	2.8
BV164 Does the authority follow the Commission for Racial Equality's code of practice in rented housing and follow the Good Practice Standards for social landlords on tackling harassment included in Tackling Racial Harassment: Code of Practice for Social Landlords?	Yes	Yes	Yes

Selected local targets

	2006/2 007 Target	Status	2007/ 2008 target
06NCDA08 % of the population who view their local area as a place where people from different backgrounds get on well together	75	69.18	76
06PCOD02 Level of the Equality Standard for Local Government achieved by the Council	4	3	4
06NCGS02 % of racist incidents dealt with in accordance with agreed quality standards	70	70	76
06AHDA02 PAF E47: Ethnicity of older people receiving an assessment	1:1	1:1	1:1

BV2b The duty to promote race equality	2006/07 actual	2007/08 Target
a) Does the authority have a Race Equality Scheme (RES)?	Yes	Yes
b) Does the RES list the functions and policies that are relevant to the general duty?	Yes	Yes
c) Does the RES consist of a strategy, which addresses the general duty and each of the specific duties?	Yes	Yes
d) Does the RES contain clear priorities, targets and outcomes in order to fulfill the general and specific duties?	Yes	Yes
e) Is the RES supported by a timetabled, three-year action plan?	Yes	Yes
f) Is the RES clearly integrated in all corporate and service level plans and strategies?	Yes	Yes
g) Is the RES clearly integrated in procurement and partnership strategies and policies and best value reviews?	Yes	Yes
h) Is the RES actively communicated to members of the public and to staff?	Yes	Yes
i) Is the RES reviewed regularly by the authority?	Yes	Yes
j) Is the RES owned by Council members and senior officers who share responsibility for ensuring outcomes are met and are involved in reviews of the scheme?	Yes	Yes
Are there continuing improvements for race equality from application for the Race Equality Scheme? Is there evidence of measurable improvement in respect of:		
k) the representation in the workforce at all levels of the range of ethnic groups in the local area and relevant labour markets?	Yes	Yes
l) improving staff perceptions of equal opportunities for all ethnic groups and reducing any differences?	No	Yes
m) Widening the ethnic profile of service users having regard to need and relative to the local population?	No	
n) improving satisfaction rates among service users of all ethnic groups and reducing any differences?	No	Yes
o) reducing number of complaints from service users of all ethnic groups and reducing any differences?	No	
p) providing services that meet the needs of all ethnic groups in the communities the authority serves?	No	
q) improving service outcomes for all ethnic groups and reducing any differences?	No	
r) increasing confidence in reporting racial incidents?	Yes	Yes
s) increasing satisfaction in the way racial incidents resulting in further action are handled?	Yes	Yes
Target (proportion of 'yes' responses)	68%	79%

