

WCC Race Equality Scheme Action Plan 2008/2009

Action/Task	Lead	Outcome/Performance Indicator
Prepare and publish Annual Race Equality report reviewing progress against the Corporate Race Equality Action Plan for 2007/08	Corporate E & D Team	Report is produced and widely circulated. Council can demonstrate continuous improvement on race equality issues. Report informs Best value performance Plan.
Annual Race Equality Action Plan: Directorates embed actions in 08/09 service plans	All Directorates	Directorate successfully implement their 2008/09 action plans and achieve outcomes
To develop a consistent mechanism/system to collate all recorded racist incidents (staff and service delivery & monitor outcomes)	HR Officer Equalities/ Community Safety	Revised system in place that incorporates staff and service delivery incidents.
To guide departments on the needs of new emerging communities (including gypsy and traveller communities) and to include into impact assessment process.	Corporate E & D Team	Impact assessment guidance incorporates Needs of all communities of Warwickshire and the impact assessment process reflects this
Review consultation mechanism With BME households in rural Warwickshire	HR Officers E & D Team	Implementation of revised proposal for consultation with BME households in Stratford and North Warwickshire. Outcome: Improvements to community Relations and changes in public confidence
Revise the Harassment contacts	HR Officer	Outcome: Increased support for staff suffering racial

programme	E & D Team	harassment and increased employee satisfaction
To publicise and continue to administer and conduct diversity training for staff	Corporate HR	75% of County Council staff and members at Shire Hall trained and aware of Race Equality Scheme with 70% awareness
Make members aware of Diversity training course and assist members to enrol onto programme	Democratic Services	All members enrolled and aware of Race Equality Scheme
Revise training on race & equalities (to incorporate better understanding by staff on issues related to race and equalities & mainstream these issues into other training programmes	Organisational Development Manger – Corporate HR Development Unit	Outcome : Staff have increased knowledge of Diversity and the Race Equality Scheme with increased employee satisfaction
Co-ordinate work of departments on Impact Assessments	E & D Team	Annual departmental Impact Assessments completed
Implement Equality Standard	E & D Team	Outcome : To progress the work of the Equality Impact Assessments and work towards level 3 and beyond
Customer Complaints to be monitored by ethnicity	Departmental Complaints Officers	Data gathered analysed and used: To identify scope for improving services To identify patterns of racial discrimination Outcome: Changes to public confidence and service outcomes and improvements to community relations