

VALE of GLAMORGAN



Race Equality Scheme

executive summary



Vale of Glamorgan Council
Equalities Section
Chief Executive's Department

Contact

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A copy of the full scheme can be obtained from:
www.valeofglamorgan.gov.uk/our_council/equal_opportunities/
Email: equalities@valeofglamorgan.gov.uk



Introduction

The Council is committed to promoting equality of opportunity and providing equal access to employment opportunities, services and facilities for everyone within the community. We will do so by:

- enabling people to access their rights and to be treated fairly and with respect
- identifying and removing discriminatory practices in employment and service delivery
- addressing the under-representation of minority groups within the workplace
- ensuring that service provision takes account of the diverse needs of the community.
- promoting and protecting human rights

The Scheme

The revised Race Equality Scheme has been prepared after extensive consultation with managers and the public and aims to reflect the concerns of local people in the Vale.

The scheme is central to the work of the Council and is supported by the Chief Executive and Cabinet Member for Human Resources and Equalities.



The Race Relations (Amendment) Act 2000 also requires authorities to promote racial equality and we will do this by assessing our functions and policies to identify potential for discrimination and to look for opportunities for promoting race equality.

Progress has been made since the first scheme was written in 2005 and lessons have been learned as a result of consultation with communities with the help of Race Equality First.

Improvements to service delivery

A range of improvements have been planned including:-

- The use of libraries to increase resources in community languages
- Monitoring of languages used in ESOL (English as a second language) courses by lifelong learning
- Close monitoring of racist incidents in schools as well as advice on forced marriages



- Promotion of initiatives like ‘Show Racism the Red Card’ within leisure
- Working with Cardiff Gypsy and Traveller project to ascertain housing needs within the travelling community
- Monitoring of racist incidents in licensed premises (public protection)
- The Council’s one-stop shop will help with communication issues and a ‘welcome to the Vale’ pack is planned in several languages.

Improvements in employment and training

- Recruitment, selection and retention of staff will be monitored carefully to identify any relevant trends. Steps will be taken to identify any missing data on current staff.
- Equality training will be discussed as part of personal development reviews.
- Staff will be encouraged to value diversity and religion by the publication of a calendar on the intranet of cultural and religious festivals.



Action Plan

An action plan has been developed to reflect the issues raised during consultation and will be published alongside the full scheme.

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