

## RACE EQUALITY SCHEME ANNUAL REPORT 2009

There are varied ethnic groups and languages dispersed throughout the overall population of Moray. While this makes addressing race equality difficult it is nonetheless important that we promote equalities within our area. Many migrants experience problems, such as linguistic barriers and knowing their rights. It is our duty to ensure that all parts of our community are represented, everyone has equality of opportunity, and the Moray Council promotes good race relations in all its working practices.

The 2001 census highlighted that less than 1% of Moray's population was from an ethnic minority group. The General Register for Scotland highlighted that a net figure of 2,900 migrants (from UK and abroad) entered Moray between July 2001 and June 2006. Between mid-2007 and mid-2008 a net figure of 350 migrants (from UK and abroad) entered Moray.

The Race Relations (Amendment) Act 2000 came into force on 2<sup>nd</sup> April 2001. The Act introduced duties for the Moray Council and placed upon it a specific duty to produce a Race Equality Scheme. The purpose of the Race Equality Scheme is to:-

- Eliminate discrimination
- Promote equality of opportunity
- Promote good race relations between members of different groups

The Race Equality Scheme was reviewed, updated and published in March 2006. It is proposed that in light of the new Single Equality Bill which should come into effect in autumn 2010 that we create a Single Equality Scheme. At the moment the Moray Council is subject to the three separate equality duties covering race, disability and gender. The new Equality Duty will replace these existing duties with a single, consistent framework. It will also extend coverage to include age, sexual orientation, gender identity, religion or belief and pregnancy/maternity.

The council continues to carry out equality impact assessments on policies and activities to ensure that discrimination is eliminated and that actions to promote equalities can be identified. To date we have carried out 245 assessments. 66 new policies and activities have been identified for assessment by March 2010. In addition 46 assessments are outstanding since March 2009. The aim is to complete these by March 2010.

The Racist Incident Monitoring Form has been replaced with the Equalities Incident Monitoring Form. Our aim is to monitor not only serious incidents but any incident relating to people's race, disability, gender, age, religion or sexual orientation. By recording such information we can begin to build a picture of where we should be focussing our attention to eliminate any discrimination or harassment.

The Happy to Translate Logo continues to be displayed on our documents and at access points. This initiative has encouraged the use of our interpretation and translation services by members of the public who do not

have English as their first language. Between April 2008 and March 2009 there were:-

- 32 calls to Language Line
- 87 requests for face-to-face
- 84 requests for translated documents

The Moray Equalities Forum propose to deliver a Diversity Day for partnership agencies and has been arranged for December 2009. The representatives from the forum will deliver short presentations to the partnership highlighting issues relevant to the different groups in Moray.

The Council recognises its responsibilities as a community leader, service provider and employer to encourage the fair treatment of all individuals and to tackle social exclusion. The Council recognises the diversity in the community and that all groups do not have the same resources, situations and needs. Therefore the Council must ensure that these issues are reflected in the planning, designing and improving of our services. It also recognises the benefits this brings to the community, the Council and its employees.