

HOUSING SERVICES DRAFT RACE EQUALITY POLICY

Report of the Director of Derby Homes

SUMMARY OF REPORT

1. The attached policy updates the previous Housing Services Race Equality Policy and also shows the relationship of Derby Homes to the retained services for the purposes of delivering race equality work.

RECOMMENDATION

2. That the Board adopts the policy.

MATTER FOR CONSIDERATION

- 3.1 All Derby City Council departments have been required to produce an up to date and comprehensive race equality policy to demonstrate how racism is being tackled and also to complement the Race Action Plan for Level 3 of the CRE Standard.
- 3.2 The race equality policy demonstrates the commitment of Housing Services (for these purposes Derby Homes and the retained services) to eliminating racism and promoting equality of opportunity for all racial groups in Derby.
- 3.3 The race equality policy includes a commitment to demonstrating racial equality in all areas including:
 - marketing and publicity
 - recruitment and selection
 - service provision
 - career development
 - training
 - employee relations
 - consultation
 - partnership working.

CONSULTATION IMPLICATIONS

4. The policy will be presented before the Derby Homes Board, Minority Ethnic Communities Advisory Committee (MECAC) and the Derby Association of Community Partners (DACP) for consultation purposes.

FINANCIAL IMPLICATIONS

5. Any costs arising will be contained within existing budgets.

LEGAL IMPLICATIONS

- 6.1 The Race Relations (Amendment) Act 2000 places a general duty on Local Authorities to:
- eliminate racial discrimination
 - promote equality of opportunity
 - promote good race relations between different racial groups.
- 6.2 The Agreement with the Council requires Derby Homes to comply with the Council's own equal opportunities policies.
- 6.3 The commitments contained within the race equality policy work towards achieving the general duty.

PERSONNEL IMPLICATIONS

7. The employment provisions apply to all areas of employment including recruitment, selection, conditions, training, promotion or dismissal.

ENVIRONMENTAL IMPLICATIONS

8. None

EQUALITIES IMPLICATIONS

8. Implementation of the policy will provide black and minority ethnic groups with a barrier free and accessible service and equality of opportunity in employment.

Contact Officer:

Sajda Kausar, Housing Equalities Adviser, Telephone 711023, Email sajda.kausar@derby.gov.uk