

Barnet's Race Equality Scheme

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1. INTRODUCTION – COMMITMENTS, DIVERSITY AND ORGANISATIONAL STRUCTURE

The Council's Equalities Policy and Commitment to Race Equality

Barnet Council welcomes its new duties under the Race Relations (Amendment) Act 2000 and is committed to fulfilling its statutory role.

The Council's equalities policy, "Putting the Community First – Barnet's Equalities Policy", provides the framework for the Council's race equality commitments. The Policy sets out the Council's "vision and commitment to ensure equality of access and opportunities for everyone in Barnet".

The Policy's vision statement commits the council to improving "the quality of life and wider participation for all in the economic, educational, cultural, social and community life of the borough."

The Policy's commitments on service delivery recognises that the council has "a key role to provide relevant and accessible services that meet the needs of our diverse communities" and "we aim to ensure that high standards of quality and equality are always maintained".

The Policy's commitments on employment recognise that "Barnet Council is a major employer in the borough and therefore we have a key role to play in tackling inequalities and discrimination". It further states "we aim to ensure equalities underpin all aspects of employment policy and practice. We recognise that promoting equalities also makes good business sense. We intend to become an *employer of choice*".

This race equality scheme builds on the vision and commitments contained in the Council's equalities policy.

Barnet a Diverse Borough

The Office for National Statistics (ONS) estimated Barnet's population to be 345,000 in 2000. This makes Barnet the largest of the London boroughs in terms of population.

The Greater London Association (GLA) population projections for 2001 gave Barnet a "non white" population of 86,000 (25.6%). This means the borough has the fourth largest number of black and minority ethnic residents after Newham, Ealing and Lambeth.

Barnet is a very diverse borough. The GLA figures estimated that in 2001 there were 29,000 (8.6% of the total population) residents of Indian heritage; 12,000 (3.6%) of Black African heritage; 5,650 (1.7%) of Chinese heritage; 4,200 (1.3%) of Pakistani heritage; 3,500 (1.0%) of Black Caribbean heritage; 1,200 (0.4%) of Bangladeshi heritage and a further 9% of the population that described themselves as "Black Other", "Asian Other" or simply "Other". Other aspects of Barnet's diversity include:-

- a large Irish community (the 1991 Census showed that there were 11,458 Barnet residents born in Ireland, 3.9% of the total population) and a significant Cypriot community (the 1991 Census recorded 6,938 residents living in households headed by someone born in Cyprus)
- a Chinese population that represents one of the largest Chinese communities in London

- representation from all the major world faiths including large Hindu, Jewish and Muslim communities. A council study in 1997 estimated the Jewish population as being between 15% and 20% of the total population. There is also a significant Jain community in the borough
- Barnet's Black and minority ethnic communities have, according to the GLA projections, a larger proportion of young people (24.7%, aged 0 –14) than the white community (18%) and a smaller percentage over 65 years of age (4.3%) as compared with the white population (15%)
- in 2001, 15,474 (37.0%) of the pupils attending Barnet schools identified themselves as belonging to groups other than "white". Of these pupils of Indian heritage made up 8.4% of the total school population, Black African (7.2%), Black Caribbean (3.2%), Pakistani (2.1%), Chinese (1.9%) and Bangladeshi (0.7%). 17.4% of the school population placed themselves in "Other" categories, including "White Other"
- in 1997 a language survey conducted by the then Multilingual and English Language Support Service (now Minority Achievement Project), revealed that 31% of the pupils in Barnet schools spoke a language other than English at home. Altogether 140 languages other than English were being spoken. Almost two thirds of those secondary pupils who spoke a language other than English were fully competent in English
- analysis by Barnet Health Authority of four years aggregated data (1995-98) on death by country shows that residents born in the Caribbean, Scotland and South Asia have the highest standardised mortality ratios. People born in the Caribbean had comparatively high rates of death from cancers and strokes; those born in South Asia and East Africa (a high proportion of whom in Barnet will be Asian) suffered disproportionately from cardio-vascular and coronary heart disease. Those born in South Asia also had higher than usual rates of death from strokes
- Barnet's Minority Achievement Project has carried out an analysis of the relative achievement trends of different minority ethnic pupil groups at Key Stage 2 SATs and GCSE, from 1998 to 2001. Pupils of Chinese heritage have consistently achieved significantly higher levels than the borough average for all pupils at both Key Stage 2 SATs and GCSE. Typically in 2001, 84% of Chinese heritage pupils attained 5+A*-C grades compared to the borough average of 56%. At Key Stage 2 SATs, 95% achieved level 4 or more (LEA average 82%) in English, and in Maths, 92% compared to the LEA average of 78%.

Pupils of Indian heritage have also registered levels above the borough average at both Key Stage 2 SATs and GCSE during this period. The differential in the achievement of this group compared to the borough average has been more marked at GCSE than in SATs. Thus, in 2001, 11% more Indian heritage pupils achieved 5+A*-C grades, than the borough average, whilst at Key Stage 2 English there was a 3% differential and 6% in Maths.

Black pupils of all heritages have demonstrated levels below the average at both Key Stage 2 SATs and GCSE in every year since 1998. This is in spite of evidence of the high achievement of pupils from these groups relative to the LEA average in the 2000/2001 Key Stage 1 SATs. At Key Stage 2, the percentage of pupils in these groups attaining level 4 or more in English and Maths has substantially increased since 1998. However, the increase

has not been sufficient for the groups to close the attainment gap relative to the improved average performance of all pupils. Thus, in 2001, 72% of Black pupils achieved level 4 or more in English compared to the LEA average of 82%, a differential of 10% compared to the 1998 differential of 8%. At GCSE, the attainment gap compared to the LEA average was wider at Key Stage 2 SATs. This was most marked in relation to Black Caribbean heritage pupils where the differential in the percentage of pupils attaining 5+A*-C grades compared to the LEA average was 29% in 1998 and 2001. Pupils of Black African heritage demonstrated improvement relative to the average from 1998 to 2001, closing the differential from 17% to 10%.

- 23% of the Council's non schools' workforce is of black and minority ethnic origin compared with 25.6% of the borough's population. 5.6% of the workforce is of Indian heritage compared with 8.6% within the population. 5.5% Black African compared with 3.6%, 3.3% Black Caribbean compared with 1.0%, 0.4% Pakistani compared with 1.3% and 0.3% Bangladeshi compared with 0.4%. Black and minority ethnic staff are under-represented at senior levels of the Council's workforce.

An analysis of the Council's non schools' workforce by faith shows that 60.8% are Christian, 5.5% Hindu, 3.9% Jewish, 2.0% Muslim, 0.6% Buddhist, 0.5% Jain and 0.4% Sikh. 21.3% of staff stated they had no religious affiliation.

Paragraphs on schools workforce, asylum seekers and racist incidents recorded by the Multi Agency Racial Harassment Group to be added.

The Council's Organisational Structure and Decision Making Process

The Council is made up of 63 councillors elected every four years. Each of the 21 wards is represented by three councillors. All councillors meet approximately once a month as the Council. The Council's responsibilities include agreeing the annual budget, adopting key plans which make up the Council's policy framework, appointing the Cabinet, and adopting or changing the constitution.

The Cabinet is made up of the Leader of the Council and nine other councillors. Currently one member of the Cabinet, the Cabinet member for Human Resources, Equalities and Social Inclusion, has portfolio responsibility for equalities, including race equality. The work of the Cabinet is supported by a series of cabinet committees, one of these is the Cabinet Committee for Equalities and Social Inclusion. This cabinet committee is chaired by the Cabinet Member for Human Resources, Equalities and Social Inclusion and is made up of representatives from all three political parties, the Trade Unions and the Black Staff Support Group. It has responsibility for overseeing the implementation of the Council's equalities agenda including the Council's race equality scheme. A series of scrutiny committees support the work of the Council.

The Council's Senior Management Team consists of the Chief Executive, the four Strategic Directors, the Borough Solicitor and Borough Treasurer. One of the Strategic Directors has, as part of her portfolio, responsibility for equalities. A Corporate Management Team within the Council meets monthly and is made up of the Senior Management Team, Heads of Service from the Council's fifteen service areas, and policy managers. The Principal Equalities Adviser, who heads the Council's Equalities Team, is a member of the Corporate Management Team.

A Corporate Equalities Group meets quarterly and has overall responsibility for monitoring the implementation of equalities policy and practice at service level. The Corporate Equalities Group is

made up of representatives from each of the fifteen services, the trade unions, the Black Staff Support Group and the Equalities Team. The Group is chaired by the Strategic Director with responsibility for equalities. The Corporate Equalities Group has played an important role in developing the Council's race equality scheme and has the responsibility for reporting on and monitoring its implementation at service level.

Within service areas, heads of service and their management teams, together with their Corporate Equalities Group representative are responsible for ensuring the implementation of the Race Equality Scheme and the inclusion of race equality targets in their performance management plans. In most service areas this work is assisted by a service equalities group.

The Equalities Team has the responsibility to enable, facilitate, advise and support the implementation of the Race Equality Scheme throughout the Council.

2. THE LEGISLATIVE CONTEXT

The Race Relations Act 1976 as amended by the Race Relations (Amendment) Act 2000 places on public authorities, including local councils, a general duty to promote race equality. Under this general duty the Council must aim to:-

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

The duty's aim is to make race equality a central part of the way the Council operates by putting race equality at the centre of policy making, service delivery, regulation and enforcement, and employment practice.

To help councils meet the general duty to promote race equality, the Home Secretary has issued an order under the Act, which sets out specific duties in policy making, service delivery and employment.

Under specific duties covering policy and service delivery, the Council must:

- publish a Race Equality Scheme which
 - states the functions and policies assessed as being relevant to the general duty to promote race equality and
 - sets out the Council's arrangements for meeting the duty by:-
 - monitoring policies for any adverse impact on race equality
 - assessing, and consulting on, the likely impact of proposed policies
 - publishing the results of assessments, consultation and monitoring
 - making sure that the public have access to information and services and
 - training staff on their responsibilities under the general duty

Under the specific duty on employment the Council must monitor existing staff, and applicants for jobs, promotion and training by ethnicity. The Council must also monitor and analyse by ethnicity

- grievances
- disciplinary action
- performance appraisals

- training and
- staff leaving the authority

The Council must also publish its ethnic monitoring results every year.

The Act also places responsibilities on schools. Principally schools are required to prepare a written Race Equality Policy that focuses on issues such as monitoring the achievement of different ethnic groups, promoting race equality and harmony and preparing pupils for life in a multi-ethnic society. Schools are also required to assess and monitor the impact of all their policies on pupils, staff and parents from different ethnic groups.

3. DELIVERING RACE EQUALITY – THE STORY SO FAR

The Council responded to the outcomes of the Stephen Lawrence Inquiry in a report approved by Council in Committee, with all party support, in July 1999. The Report recommended that:-

- Council accept the recommendations of the Stephen Lawrence Inquiry as they apply to local authorities
- Council establish an Equalities Team to further develop an equalities agenda for Barnet that would include:-
 - the adoption of a generic Barnet Equalities Standard based on the Commission for Racial Equality's Standard, "Race Equality Means Quality"
 - carrying out a series of service equalities audits, using the Stephen Lawrence Inquiry's definition of institutional racism as a starting point, to provide a baseline assessment of where services are at in relation to the Barnet Equalities Standard. Wherever possible the equalities audit should be integrated with the service's Best Value Review
 - reporting regularly, with the Head of Service, to the Equalities Policy Development Committee (now Cabinet Committee for Equalities and Social Inclusion) on the implementation of their service Equalities Action Plan

Equalities audits have been completed and reported on to Cabinet Committee in five service areas. Completed Equalities Action Plans are expected to inform the development of service Performance Management Plans. Equalities audits in the remaining services are either underway or will be commenced in the near future. All audits will be completed and their results reported on to the new Cabinet Equalities and Social Inclusion Committee by 31 October 2003.

Where services have completed their equalities audit, progress on the implementation of their action plan will continue to be reported on regularly to the new Cabinet Equalities and Social Inclusion Committee. The promotion, development and implementation of good race equality policy and practice has been a real and consistent outcome of the equalities audit process.

Cabinet approved a new equalities policy for the Council in December 2001. Commitment to this policy was reconfirmed by Cabinet Equalities and Social Inclusion Committee in July 2002. The Policy recognises the Council's duties under the Race Relations (Amendment) Act.

The Council completed a comprehensive workforce monitoring exercise in March 2002 collecting information on its workforce, including staff based in schools, by age, disability, ethnicity, faith, gender, languages spoken and sexuality. A summary of the overall results, as they apply to ethnicity and faith, is given in Section 1, "Barnet a Diverse Borough". The results of this monitoring exercise have been broken down by service area and have been reported on to the former Cabinet Equalities Committee, to the new Cabinet Equalities and Social Inclusion Committee and to service management teams. Services are now expected, by working closely with the Council's Human Resources Service, to develop initiatives that ensure they meet the Council's equalities policy commitment "to recruit and retain a workforce that reflects the expertise and diversity of our community and ensures that recruitment and selection procedures are in place to attract the best applicants to Barnet".

Schools have been given written guidance to enable them to develop a Race Equality Policy. Staff development sessions and training days have also been arranged to help schools meet the requirements of the Act. The development of race equality policy and practice is also a major theme in the LEA's Education Development Plan. In addition schools have received advice on using the self review process outlined in the Commission for Racial Equality's publication "Learning for All". The results of this process are expected to feed into the School's Improvement Plan. Lastly all schools are required to record all racist incidents and to report on the nature and level of these to their governing body and termly to the LEA.

4. RACE EQUALITY TARGETS – THE WIDER PICTURE

The Council aims to complete its programme of service equalities audits, using the Barnet Equalities Standard, and to report on the results of these audits to Cabinet Equalities and Social Inclusion Committee by 31 October 2003.

The Council will also adopt by this date the new generic "Equality Standard for Local Government" as a means of further auditing and monitoring the delivery of equalities at both corporate and service level.

The Council will then set a timetable and interim targets to achieve Level 5 of the "Equality Standard for Local Government".

5. DELIVERING RACE EQUALITY – SERVICE FUNCTIONS, ACTIONS AND PRIORITIES

All services were asked, through the Corporate Equalities Group, and in consultation with the Equalities Team, to identify those functions and policies within their remit that are relevant to the General Duty.

The function and policies identified as being relevant to the General Duty are listed in Appendix A. Those identified as not being relevant are given in Appendix B.

The consultation exercise also asked services to outline any action needed to ensure that identified functions/policies met all three parts of the General Duty and to prioritise such actions. The results of this consultation exercise are given in a separate document, "Race Equality Scheme Action Plan – Service Functions, Actions and Priorities 2002/05".

The Race Equality Scheme Action Plan will be updated annually and progress on actions and priorities reported to the Cabinet Equalities and Social Inclusion Committee. Services will also be expected to list, where appropriate, any actions identified as a result of this exercise in their Equalities Action Plans and also in their Performance Management Plans. Progress on service Equalities Action Plans is reported on twice a year to Cabinet Equalities and Social Inclusion Committee.

6. DELIVERING RACE EQUALITY – CONSULTING STAFF AND THE COMMUNITY

Staff Consultation

Staff are consulted on the effects of Council policy and practice through specific issue roadshows, the core brief and the biannual staff attitude survey. Future consultation exercises will build in consultation on matters which relate to the Council's Race Equalities Scheme.

Staff are also consulted as part of the Council's equalities audit process through diagonal slice and focus group meetings.

The separate "Race Equality Scheme Action Plan – Service Functions, Actions and Priorities 2002/05" was developed through consultation with services and within services. As part of the annual review process, services will be asked to ensure they consult staff on the actions, priorities and progress made in implementing their Action Plan.

The Council's Black Staff Support Group meets regularly with the Chief Executive and the Strategic Director with responsibility for equalities and with the Principal Equalities Adviser. The Black Staff Support Group is also represented on the Cabinet Equalities and Social Inclusion Committee and on the Corporate Equalities Group. The Council intends to take action to ensure greater involvement of and consultation with the Black Staff Support Group in the development of race equality policy and practice at both corporate and service level.

Community Consultation

Community consultation takes place at several levels.

The Council consults with the community through Area Forums, the Civic Forum and through its Citizen's Panel. The Council is working with the Celebrating Diversity Action Group of the Civic Forum to identify and develop more effective ways of communicating with and consulting Barnet's black and minority ethnic communities. The Council also intends to review the membership of the Citizen's panel to ensure that it more accurately reflects the ethnic make up of the borough.

Consultation with the community also takes place around council services, and single issue concerns and initiatives. Such consultation exercises may involve face to face meetings, focus groups and surveys. For example the Council's draft equalities policy was translated into the Council's twelve core community languages and sent to a large range of community groups and organisations. Meetings with community groups to discuss the policy were also arranged. Over 50 responses were received, from both groups and individuals, and the comments were taken into consideration in developing the final draft.

The Council is committed to providing information in accessible formats. This includes providing information in large print, in Braille, on tape and in community languages to those who require it.

The Council intends to recruit two new community development workers to work in the Equalities Team. These two new workers will have, as a priority, the development of further links with Barnet's black and minority ethnic communities in order to ensure effective consultation on all matters related to this Scheme*.

7. DELIVERING RACE EQUALITY – STAFF TRAINING

The Council's Training and Development Unit (TDU) provides training on a wide range of race equality issues such as racial harassment training, cultural awareness and anti-discrimination practice training. In addition all staff employed by the Council are expected to attend the Council's 'Promoting Equality' course, and all managers attend the 'Managing Diversity' course. The content of both of these courses is being reviewed to ensure adequate coverage is given to both managers and staff responsibilities under the General Duty.

The Council's Training and Development Unit (TDU) is developing an 'equalities evaluation matrix' to assess courses for equalities content that are currently provided by the TDU. Compliance with the Act is built into this matrix and courses that are judged not to be fulfilling the General Duty will be revised accordingly. In addition to this, the unit is also updating its guidelines for internal and external trainers.

Training on the Act has been attended by a member of the training team, and further training and liaison with the Equalities Team is being scheduled in order to provide training for both staff and services on all matters to do with the Race Equality Scheme.

*Budgetary demands for 2003/04 have meant that these posts will not be filled this year

8. DELIVERING RACE EQUALITY – RESPONDING TO COMPLAINTS

Complaints about the work of the Council are dealt with through the Council's internal complaints procedure, and monitored by "Barnet Solutions", the Council's new complaints team. Barnet Solutions is currently revising its procedures to ensure that all race equality complaints are fast tracked. This will include guidance on automatically escalating such complaints to Stage Two (ie response required by Head of Service).

The team is also reviewing its monitoring procedures to ensure effective monitoring of all race equality complaints and its customer satisfaction survey to ensure a significant focus is placed on race equality issues.

9. DELIVERING RACE EQUALITY – EMPLOYMENT POLICY AND PRACTICE

The specific employment duties under the Act, as they apply to councils, are outlined in Section 2.

A summary of the results of the Council's workforce monitoring exercise as they apply to ethnicity and faith is given in Section 1, under "Barnet a Diverse Borough" and the actions arising from this survey are referred to in Section 3 and in the separate document, "Race Equality Scheme Action Plan – Service Functions, Actions and Priorities 2002/05", under Human Resources.

The Council's Human Resources Service has already delivered briefings to service managers on the results of the workforce monitoring exercise and on the actions that services need to take to develop a staffing profile that more closely matches the borough's population profile. The Training and Development Unit is already committed to reviewing its own training programme and individual service training plans to ensure they incorporate 'employment positive action' training programmes.

Human Resources is committed to achieving all its employment monitoring responsibilities under the Act during 2003.

10. DELIVERING RACE EQUALITY – HOW WELL ARE WE DOING?

Publishing the Results

The Council's race equality action plan is set out in the separate document, "Race Equality Scheme Action Plan – Service Functions, Actions and Priorities 2002/05". This action plan will be reviewed annually and progress made on its implementation will be disseminated both within and outside the Council.

Information to staff will be provided through the Core Brief, the Barnet Bulletin and the Council's own in house staff magazine "The Working Title".

Information to the community will be provided through the Council's newspaper "Barnet Life".

Reviewing the Race Equality Scheme

The Council's "Race Equality Scheme Action Plan - Service Functions, Actions and Priorities 2002/05" will be reviewed annually and progress reported on to the Cabinet Equalities and Social Inclusion Committee.

The whole Race Equality Scheme will be reviewed every three years. However as the publication of such a scheme is a new development for the Council the intention is to conduct a partial review of the scheme in May 2003 with a comprehensive review in May 2005.

APPENDIX A

SERVICE FUNCTIONS AND POLICIES RELEVANT TO THE GENERAL DUTY TO PROMOTE RACE EQUALITY

Strategic Directors and Corporate Policy Unit

Best Value and Performance

Children and Education

Community Involvement

- Community Safety
- Strategic Partnerships

Equalities

- Equalities Policy
- Race Equality Scheme

Health and Care

- Co-ordinate local authority's public health strategy
- Policy and strategy development for Health and Care functions of the Council

Housing and Environment

Strategic Leadership

Borough Treasurer's

Benefit Fraud Investigations

Cashiers

Central Purchasing

Grants

Housing and Council Tax Benefit

Internal Audit

Student Support

Welfare Rights

Children and Families

Asylum Seekers Support

Children's Social Services (Social Care)

Education Social Work Service

Out of School Provision

SEN Assessment and Provision

Committee and Administration

Publishing Information about the Council's decision making system

Reception Services (Barnet House and Friern Barnet Town Hall)

Support for Mayoralty

Community Care

Information – Access

Service Delivery

Assessment / Care Management – Review
Commissioning / Service Procurement – Contracts
Quality Assurance – Complaints, User / Carer Feedback

Cultural Services

Action Point
Arts Service
Bibliographical Service
Libraries
Lifelong Learning
Local Studies and Archives
Management and Administration
Mobile / Housebound Service
Museums
School Libraries Resources Service

Education

Early Years and Play

- Children in Need
- Contracted Out Services
- Early Years Development and Childcare Partnership (EYDCP)
- Universal Provision

Raising Standards and Achievement

- Inspection and Advisory Service

Services to Schools

- Barnet Education Business Partnership
- Catering Services
- Cleaning Services
- Education Communication and Information
- Free and Assisted Travel
- Governor Clerking
- Parent Partnership
- School Admissions
- School Budgets
- School Buildings and Asset Management Planning
- The Trident Trust

Environmental and Neighbourhood Services

Air Quality
Care and Repair
Cemetery and Crematorium
Contaminated Land
Council House Repairs
Enforcement Policy
Finance and Purchasing
Grants (Renovation, disabled facilities, home repair assistance)
Health & Safety and Licensing

Health and Sustainability
Houses in Multiple Occupation
Mortuary
Neighbourhood Management Service
Neighbourhood Warden Service
Out of Hours Service
Pest Control and Ancillary Services
Private Sector Housing
Quality and Systems
Refuse Collection and Street Cleaning
Statutory Nuisance Investigations
Trading Standards Enforcement
Trade Waste Collection Service
Transport Services

- SEN Transport / Day Centre Transport
- Vehicle Maintenance / MOT Testing

Waste Strategy and Contracts
Watling Market

Housing

Assessing Housing Need
Provision of Temporary Accommodation
Allocation of Permanent Accommodation
Management of the Council's Housing Stock
Housing Repairs and Maintenance
Resident Participation
Physical and Social Regeneration of Local Authority Housing Estates
Joint Working with Registered Social Landlords

Human Resources

Consultancy Group
Employment Policy
Health & Safety

- Corporate (Health, Safety & Welfare) Policy
- Provision of information and advice

Employment Policy
Occupational Health Unit

- Health Promotion and Education

Operations
Payroll
Pensions
Recruitment
Training and Development Unit

Information Services

- Telephone Service

Law & Probity

Information still to be provided

Leisure and Youth

Leisure Division

- Management of Greenspaces
- Management of Sports and Leisure Facilities

Youth Division

- Barnet Impact (Youth Drug Advisory Service)
- Detached Youth Work
- Equalities Code of Practice and Monitoring Scheme
- General Aims of Youth Work
- Oasis Education Project
- Summer Activities Schemes and Splash Schemes
- Youth Centres

Planning Highways and Design

Design and Build

Further information still to be provided

Public Affairs

Intranet

Marketing and Design

Printing

Public Consultation

Public Relations

Recruitment Advertising

Translation and Interpreting

Web Development

Regeneration

Business Support and Inward Investment

Community Economic Development

- Credit Unions
- Social Economy

Geographic Information Services

- Production of Maps and Plans for Council Departments
- Right to Buy Sale Plan Production
- Sale of Ordnance Survey Plans
- Street Naming and Numbering

Land Disposal

Premises Lettings for Community Groups

Property Development

Right to Buy Instructions
Shop Lettings
Tourism
Town Centre Management

APPENDIX B

SERVICE FUNCTIONS AND POLICIES ASSESSED BY SERVICES AS NOT BEING RELEVANT TO THE GENERAL DUTY TO PROMOTE RACE EQUALITY

Borough Treasurer's

Accountancy
Assessments
Council Tax and Business Rates
Financial Administration
Income
Insurance
Payments
Receivership

Committee and Administration

Support for the internal operations of the Council

Human Resources

Health and Safety

- Accident Investigation
- Analysing Statistical Trends
- Committee Support
- Health and Safety Inspections and Audits
- Health and Safety Training
- Liaising with Enforcing Authorities and Trade Unions
- Monitoring Council and Contractors Health and Safety Performance

Information Systems

- Internal Systems Development and Support