

**LEICESTERSHIRE COUNTY COUNCIL - RACE EQUALITY SCHEME
ALL DEPARTMENTS**

Functions and Policies - Departmental Priorities

Priority Yet to be Established

Department	Priority - Year	Function
Museums		Support for independent museums.
Social Services		Community Care
Social Services		Adult commissioning
Social Services		Placement service
Social Services		Child care operations
Social Services		Child protection
Social Services		Early years and family support
Social Services		Disabled children
Social Services		Adult disability services
Social Services		Mental health services
Social Services		Residential and older persons day services

Social Services		Home care services
Social Services		Human resources
Social Services		Planning
Social Services		Transport and meals
Treasurer's		No functions are relevant to the act

Priority Established

Chief Executive's	1	<p>Translation/Interpretation</p> <ul style="list-style-type: none"> • Corporate Approach and PR guidance • Corporate and Departmental Publications • Education Admission Appeals process ▪ Access to decision-making process
Chief Executive's	1	Corporate/Departmental EOP training/ awareness of new duties.
Chief Executive's	1	Employment and Training Monitoring Systems.
Chief Executive's	1	Revise Best Value Review Guidance.
Chief Executive's	1	Community Strategy/consultation during 2001/02.
Chief Executive's	1	Consultation procedures.
Chief Executive's	1	Race Equality Statement (HR Policy) and Scheme to become part of corporate plan framework.

Education	1	School Improvement (Best Value Review)
ISU	1	Provision of the County Hall switchboard and telephone/minicom system.
ISU	1	Establish a departmental policy on racial equality, endorsed by members and senior officers.
ISU	1	Review and amend the ISU Service Plan to include specific reference to race equality issues.
ISU	1	Initiate an awareness training exercise to ensure all staff are advised of their rights and responsibilities under the racial equality policy e.g. the duty not to discriminate, the right to be protected from racial harassment.
ISU	1	Provide further information and guidance for key staff on the implications of the policy for selection, training and management.
ISU	1	Ensure that staff delivering services are trained to provide an appropriate and informed response to all service users without unlawful discrimination.
Libraries	1	<ul style="list-style-type: none"> • Complete Departmental Review of Services to Cultural Minorities. All service functions will be covered by this Review • Determine ways of using the results of the Review and any further implications arising from the Social Inclusion Strategy within policy, budget and planning processes for 2003- 5; • Develop a Departmental Racial Equality Strategy and Action Plan in the light of the Review in relation to services and staffing and in line with Corporate Developments;
Museums	1	Collections, acquisitions and management.
Museums	1	Services to schools
Museums	1	Open museum - to reflect the cultural diversity of the county.

Museums	1	Encouraging arts/ cultural development - development of the county Cultural Strategy (due December 2002)
Museums	1	Service Centres - development of access e.g. targeting marketing at ethnic groups.
Museums	1	Archives, records and local studies resources.
Regulatory Services	1	Money advice service - investigate an indicated lack of requests for advice and assistance from ethnic minority groups.
Regulatory Services	1	Departmental training and development - investigate possible under representation of ethnic minority groups
ISU	1 & 2	Support and development of Internet technologies
Chief Executive's	2	Other human resources activity – to be prioritised following year 1 monitoring.
Chief Executive's	2	Corporate complaints procedure.
Chief Executive's	2	Crime and disorder (subject to Best Value Review).
Chief Executive's	2	Youth Offending?
Education	2	Access/Social inclusion
Libraries	2	Implement findings of the Cultural Minorities Review, Race Equality Strategy and Action Plan.
Regulatory Services	2	Alternative dispute resolution - service available from May/June 2002.
Chief Executive's	3	Other CE functions
Education	3	Special Needs

ISU	3	Maintain the telecommunications infrastructure which supports ICT systems that are used by public and departments.
ISU	3	Analysis development and support of ICT systems used throughout by County Council employees.
Libraries	3	<ul style="list-style-type: none"> • Implement findings of the Cultural Minorities Review, Race Equality Strategy and Action Plan. ▪ Introduce regular pattern of community consultation.
Museums	3	Enquiries/ Object Identification
Museums	3	Environmental Information service
Property	3	Facilities Management Service for County Council Offices managed by the Dept. of Property (including County Hall)
Property	3	Property Enquiry Facility for County Council Properties
Property	3	Management of County Council property
Property	3	Country Parks Service
Property	3	Design and maintenance of County Council buildings
Regulatory Services	3	Consumer advice service - investigate an indicated lack of requests for advice and assistance from ethnic minority groups.

Year I Common Themes

Access Issues - Chief Exec's, ISU, Museums, Regulatory Services.

Training Issues - Chief Exec's, ISU, Libraries,

HR Issues - Chief Exec's, Libraries, Regulatory Services, ISU.

Best Value Issues - Chief Exec's, ISU

Planning framework issues - Chief Exec's, ISU

Culture Strategy - Libraries and Museums.