

Telford Race, Equality and Diversity Partnership

Report of the Chief Fire Officer

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1 Purpose of Report

This report updates Members of the Human Resources Committee on the activities of the Telford Race, Equality and Diversity Partnership.

2 Recommendations

That the Committee note the contents of the report.

3 Background

In December 2005 the Fire Authority authorised funding to this group of £5,000 per annum for a period of 3 years, subject to a service level agreement (SLA) being provided.

Members also received an update on the progress of the partnership at the meeting of the HR Committee on 21 November 2006.

4 Update on Activity

The Telford Race, Equality and Diversity Partnership has made progress in many areas over the last 12 months, including creating a Partners Forum (which we attend), and moving into new accommodation, which groups can use and are doing so on a regular basis. The Partnership has held local events to promote its service and increased partnership working. This has included conferences and workshops to raise awareness about the organisation.



The Board has met 7 times to date and will continue to meet on a regular basis. The Partnership is also developing its communications strategy and a website where we have been invited to place advertisements, should we wish to do so.

Please see the appended update on activity in 2006-07 for further information.

5 Financial Implications

There are no direct financial implications arising from this report.

6 Legal Comment

The Authority is subject to the Race Relations Act 1976 (Amendment) Regulations 2005. These Regulations include provision for equal treatment between persons, irrespective of racial or ethnic origin, in the areas of employment (and related matters), social protection, social advantage, education and access to and supply of, goods and services which are available to the public.

The Equality Act 2006 which received Royal Assent on 15 February will establish a statutory basis for a single Commission for Equality and Human Rights (CEHR). The new commission will bring together the work of the Commission for Racial Equality, the Disability Rights Commission and the Equal Opportunities Commission and will have responsibility for the new equality areas of age, religion or belief and sexual orientation. The new commission is expected to be established in October 2007.

7 Equality Impact Assessment

This report does not require an Equality Impact Assessment, as it is purely an update on progress and for information only.

8 Appendix

Telford Race, Equality and Diversity Partnership
Review of Outcomes for 2006-07

9 Background Papers

There are no background papers associated with this report.



Implications of all of the following have been considered and, where they are significant (i.e. marked with an asterisk), the implications are detailed within the report itself.

Balanced Score Card		Integrated Risk Management Planning	
Business Continuity Planning		Legal	*
Capacity		Member Involvement	
Civil Contingencies Act		National Framework	
Comprehensive Performance Assessment		Operational Assurance	
Efficiency Savings		Retained	
Environmental		Risk and Insurance	
Financial	*	Staff	*
Fire Control/Fire Link		Strategic Planning	
Information Communications and Technology		West Midlands Regional Management Board	
Freedom of Information / Data Protection / Environmental Information		Equality Impact Assessment	*





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TELFORD RACE, EQUALITY AND DIVERSITY PARTNERSHIP

REVIEW OF OUTCOMES FOR 2006-07

1. Continuing commitment from partner agencies secured by establishing a Partners Forum

A Partners Forum was established in December 2006 and 10 partner agencies attended the first meeting. The Forum will meet quarterly and has agreed three priority outcomes for the new year as follows:

1. an anti-harassment strategy group
2. a newcomers and migrant worker strategy group
3. a review and monitoring group

2. Core funding secured from partner agencies for core staff

Wrekin Housing Trust joined the Police, PCT, BTW, LSC and Shropshire Fire and Rescue Services in funding the work of TREDP. The total funding secured from these agencies for 2006-07 was £38,570. The total staffing costs for the Director and Office Administrator were £31,900, however the two new staff joined in June

3. Development of a fundraising strategy to ensure the sustainability of the organisation.

We are in the early stages of developing our fundraising strategy. Board members participated in a training event delivered by the London-based Black Training and Enterprise Group (BTEG) in February 2007. Two external funding bids have been submitted during the year to the Commission for Racial Equality and Big Lottery Awards For All.

4. Development of a work programme for the year

A work programme was agreed by the Board in January 2006 and published within its Business Plan in July 2006.

5. Establishment of a new independent organisation to promote Race, Equality and Diversity

The organization registered as a Company Limited by Guarantee in June 2006. a new Board of Directors was formed. The staff moved into their own offices in August 2006 and in January 2007 transferred across from Telford and Wrekin CVS to the new Company. The Company opened its own bank account.

6. Accessible office accommodation equipped for the new organisation

The new offices are fully equipped and offer a meeting room for groups to use. From February 2007 Victim Support are holding weekly sessions on our premises

7. Launch event organised for local community groups and strategic partners to raise awareness about its achievements and future services

Over 90 people attended our official launch on the 22nd at the new Telford Learning Centre in the grounds of Telford AFC. Speakers included Zahid Nawaz head of the new West Midlands hub of the CRE.

8. Development of sustainable partnership with local service providers such as CAB and Victim Support to deliver information and advice services and promote awareness of racial and diversity issues

We opened the doors to our new Community Advice and Support Service which offers help to individuals facing racial discrimination and harassment within the workplace or local community. The new service was set up in partnership with Telford and Wrekin Citizens Advice Bureau and West Midlands Discrimination Advisory Service in order to offer free legal advice and casework support when needed.

9. Development of effective arrangements for collecting, analysing and evaluating relevant information. This will include feedback from clients and service users, monitoring service usage, gathering relevant monitoring data on clients and service users.

We have complied with the CRE Core Standards in providing a User Information Pack for new clients and have put in place the relevant policies for developing a User centre service.

10. Development of a Communications and Marketing Strategy to publicise the work and services of the Partnership through articles in local media and newsletters. Circulation of guidance leaflets and posters to BME and related partner agencies within Telford and Wrekin.

A Communications Strategy was developed and approved by the Board during 2006. We have had a number of articles published in the boroughs Insight magazine, Telford and Wrekin CVS Newline, Telford and Wrekin Interfaith Group newsletter. Our new leaflets have been circulated to libraries, colleges, local community groups and other partner agencies.

11. Consumer satisfaction feedback to be sought if possible from every individual service user and report presented to the Partnership Forum

A Customer Survey questionnaire has been developed and will be circulated to partners and services users in early March. A report on the feedback will be submitted to the May 2007 Board meeting

12. Casework reviewed at Board level on a bi-monthly basis and a report is produced on bi-monthly basis.

Our Community Advice and Support Co-ordinator submits bi-monthly reports to the Board on the cases he sees. Between July and December 2006 he has provided support to 17 clients, 10 relate to discrimination in employment, 7 to harassment.

13. Board will meet a minimum of 8 times within the calendar year to discuss these and other issues within the scope of the project.

The Board met 7 times to date and a further 2 meetings are scheduled for February and March 2007.

14. Three events conferences / workshops (15 participants per session) to be organised within the year to appraise local groups and individuals of how they can access the service. – summaries are kept of recommendations.

We have organized two workshops/ events which have provided a platform for raising awareness about the organization. These included organising the two day 'Growth for Groups' capacity building programme provided by BTEG which 5-8 groups attended, a seminar about the Connecting Communities Plus funding opportunity which 9 groups attended. We are in the process of planning the 3rd event for the 29th March on Knowing Your Rights and Responsibilities.

15. Policy and Trends Monitoring Group established with statutory partner agencies and statistics disseminated in two reports

The Review and Monitoring Forum initial meeting is planned for the 28th February 2007.

16. Development of a website in which Information about the service is written and promoted. Record of the number of hits to website recorded.

Our website has been developed www.tredp.org.uk and has received 413 unique visitors and 622 page views during October to December 2006. It is regularly updated.

17. Exploration and consultation with local groups from across the equality strands on the business plan

Our business plan was circulated to the LSP and other Partner agencies across the equality strands for feedback. The Plan was also presented to the Connecting Communities Forum in November 2006.

18. Development of effective communication links and database of organisations across the equality strands e.g. disability network, senior citizens forum

We developed a Communications Strategy and existing members of our Partners Forum reflect local diversity and most of the six equality strands