

<b>Item No.</b>	<b>Classification:</b>	<b>Date:</b>	<b>MEETING NAME:</b>
1	Open	19.05.05	Cross-Party Working Group – Ouseley Review Implementation.
<b>Report title:</b>		Overview and progress report on Lord Ouseley Review Recommendations	
<b>Ward(s) or groups affected:</b>		All	
<b>From:</b>		Chief Executive	

## RECOMMENDATIONS

### 1. That the Working Group:

- Note progress in implementing the Working Group decisions of 4<sup>th</sup> April
- Agree to consider the draft Equality Scheme at its meeting in June.
- Note the draft Forward Plan for the Working Group, which is subject to any amendments as a result of decisions to be taken in respect of other reports on this agenda.

## BACKGROUND

2. Council Assembly agreed that a Cross Party Working Group be set up to oversee the development and implementation of actions to take forward the recommendations into Lord Ouseley's review of the Council's Equality and Diversity framework.

## FACTORS FOR CONSIDERATION

3. At its first meeting on 4<sup>th</sup> April the Working Group agreed a strategic framework for addressing the recommendations. This set out the recommendations under 10 key themes, and within each theme identified those for immediate action.
4. The agenda for this second Working Group meeting deals with all the recommendations within Lord Ouseley's report in the following ways:
  - The Annex to this report provides a checklist on progress on decisions made at the meeting on 4<sup>th</sup> April.
  - There are separate reports on four items requested by the Working Group for immediate action:
    - proposals regarding the Strategic Reference Group
    - proposals regarding the Independent Audit function
    - arrangements for addressing recommendations 16.8 to 16.17 relating to human resources issues
    - arrangements for the investigation and resolution of outstanding complaints

- There is a further report as requested by the Working Group, dealing with all outstanding recommendations for each the key themes. This report provides a summary overview of actions already in place to address those recommendations, and makes proposals as to what further action may be appropriate.
5. In addition to the actions set out above, the Working Party is advised that the consultation has commenced on the new Equality Scheme 2005-8, incorporating our responsibilities under the Race Relations Act 2000. In line with Lord Ouseley's recommendation, a wide ranging consultation is underway, involving Community Councils, targeted sessions with hard to reach groups, and with Council staff. It is proposed that the Working Group consider the draft Equality Scheme at its meeting in June. The final document will be considered by the Executive in July.
  6. Most of the reports on this agenda propose that further work should be undertaken within a set timescale, with reporting back to the Working Party scheduled over the period from now to December 2005. This scheduling would allow each Working Group meeting to focus in depth on two or three issues. In addition bi-monthly meetings between the Working Group and the Strategic Reference Group are also proposed in the recommendations of that report.
  7. If all the recommendations are agreed, the Working Group outline Forward Plan would be as follows:

June	WG / SRG	<ul style="list-style-type: none"> <li>• Joint meeting – pre-agenda discussion</li> </ul>
June 27th	W G	<ul style="list-style-type: none"> <li>• Report from Director of Education on Education recommendations (main theme)</li> <li>• Finalise arrangements for SRG</li> <li>• Report from Director of Regeneration on Business Support</li> <li>• Update on Complaints</li> <li>• Draft Equalities Scheme</li> </ul>
July 25th	WG	<ul style="list-style-type: none"> <li>• Report from Director of Children's Services on youth issues</li> <li>• Update on HR issues from this agenda</li> <li>• Report back of SREC issues</li> <li>• Final report on Complaints</li> </ul>
September	WG / SRG	<ul style="list-style-type: none"> <li>• Joint meeting – pre-agenda discussion</li> </ul>
September	WG	<ul style="list-style-type: none"> <li>• Report from Head of Organisational Development on staff development and training recommendations (main theme)</li> </ul>
October	WG	<ul style="list-style-type: none"> <li>• Progress on recommendations related to user involvement, community engagement and cohesion (main theme)</li> </ul>
November	WG/ SRG	<ul style="list-style-type: none"> <li>• Joint meeting – pre-agenda discussion</li> </ul>
November	WG	<ul style="list-style-type: none"> <li>• Report on implementation of revised ethnic monitoring arrangements</li> <li>• Report on provision of interpretation, translation and support for those with visual/hearing impairment</li> </ul>

		(both reports related to the post-CSC context)
December	WG	<ul style="list-style-type: none"> <li>• Report on Procurement Strategy Market Development Initiatives</li> <li>• Review of overall progress</li> </ul>

## RESOURCE IMPLICATIONS

8. These are set out in the relevant reports.

## CONSULTATION

9. All reports for this Working Group meeting will be sent to the proposed membership of the Strategic Reference Group prior to the Working Group meeting. Any initial responses will be reported verbally at the meeting.

## BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Independent Review of the Council's Equality and Diversity Framework	Social Inclusion, Town Hall, Peckham Road, SE5 8UB	Nathalie Hadjifotiou 020 7525 7194

## APPENDIX 1

### *Audit Trail*

<b>Lead Officer</b>	Chief Executive	
<b>Report Author</b>	Nathalie Hadjifotiou, Head of Social Inclusion	
<b>Version</b>	Final	
<b>Dated</b>	11.5.05	
<b>Key Decision</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS /DIRECTORATES /EXECUTIVE MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments Included</b>
Borough Solicitor and Secretary	No	
Chief Finance Officer	No	
Chief Officers	YES	YES
Executive Member	YES	

**ANNEX 1: PROGRESS ON ACTIONS AGREED AT WORKING GROUP MEETING 4<sup>th</sup> APRIL**

<b>Working Group 4.4.05 Recommendations</b>	<b>Progress/Action</b>
2.1 Members to lead on Council-wide rollout of E-learning package on Race Relations (Amendment) Act	<ul style="list-style-type: none"> <li>• Arrangements have been put in place for Members to undertake this training</li> </ul>
2.2 Establishment of a Strategic Reference Group constituted from representatives of the community with knowledge and experience of working in the equality and diversity area to assist the Working Group in developing its response to the recommendations	<ul style="list-style-type: none"> <li>• Separate report on this agenda</li> </ul>
2.3 Equalities implications and evidence base to appear on all Council Committee and Community Council reports.	<ul style="list-style-type: none"> <li>• Formal guidance is being prepared for report authors on Community Impact statements for all committee reports. Following training, full implementation is scheduled for all Committee reports from September onwards.</li> <li>• Where departments have already put interim arrangements in place, impact statements will be included in reports from now onwards.</li> </ul>
2.4 Immediate discussions to begin between the Council and SREC to develop an action plan for reform of SREC, to be considered by Working Group in July	<ul style="list-style-type: none"> <li>• Discussions have commenced with SREC about ways to address this recommendation</li> </ul>
2.5 Roll-out of E-Learning in Race Relations (Amendment) Act training across Council.	<ul style="list-style-type: none"> <li>• Arrangements have been actioned, starting with senior managers. A verbal update on progress will be provided at the meeting.</li> </ul>
2.6 Establishment of dedicated post within Organisational Development to focus on equalities.	<ul style="list-style-type: none"> <li>• The new Head of Organisational Development has drafted the job description and the post in OD will be advertised in June.</li> </ul>
2.7 The Council to engage with BME staff Consultative Group as a key consultation route, including consultation on the Race Equality Scheme.	<ul style="list-style-type: none"> <li>• The Assistant Chief Executive Improvement and Development has been given lead responsibility for liaison with the BME Staff Consultative Group.</li> </ul>
2.8 The Working Group to receive a paper at its meeting in May setting out options for addressing recommendations 16.8 to 16.14 regarding employment and workforce issues, including the analysis of the 20% gap between BME job applicants and BME appointments proposed in recommendation 16.13.	<ul style="list-style-type: none"> <li>• See separate report on this agenda.</li> </ul>

<p>2.9 The Working Group receive a paper at its meeting in June setting out options for addressing recommendations 16.18 to 16.21 regarding education.</p>	<ul style="list-style-type: none"> <li>• Report scheduled for June meeting.</li> </ul>
<p>2.10 The current programme of equalities training for staff in the Planning Division is maintained.</p>	<ul style="list-style-type: none"> <li>• Initial training for planners will be completed by the date of the Working Party. Further training will be incorporated into the wider corporate programme being developed by the Head of Organisational Development.</li> </ul>
<p>3. Asks for a report to be brought back to its next meeting setting out options for tackling the more medium to long-term recommendations of the Review report (Appendix 1 refers)</p>	<ul style="list-style-type: none"> <li>• See separate report on this agenda</li> </ul>
<p>4. Asks for a separate report to be brought back to its next meeting detailing options for the implementation of recommendation 35 of the Review report, proposing the appointment of an Independent Auditor to equality-proof decision making, scrutinise processes and feedback to the community;</p>	<ul style="list-style-type: none"> <li>• See separate report on this agenda</li> </ul>
<p>5. Notes the different types of complaint passed to the Council by Lord Ouseley during the course of the Review, as set out at paragraph 16, and instructs the Chief Executive to investigate the complaints and bring a report to the next meeting detailing what action has been taken to investigate and resolve them, bearing in mind any constraints where complaints may be subject to legal or insurance processes, and detailing any wider service or policy issues arising.</p>	<ul style="list-style-type: none"> <li>• See separate report on this agenda</li> </ul>