

Issues raised in consultation on the Comprehensive Equalities Scheme

No	Issue	Response
1	Confusion over some of the legislation – specifically, section 5 of the Scheme refers to The Race Equality Duty Code of Practice 2001	Should have been the Race Equality Duty Code of Practice 2002 - amend
2	While the Code of Practice is important, the Duty flows from the Race Relations (Amendment) Act 2000 which has been incorporated into the Race Relations Act 1976	Agreed - amend
3	Confusion over some of the legislation – specifically section 5 refers to the Race Relations Act 1975	Should have been the Race Relations Act 1976 - amend
4	Previous Race Equality Schemes – and this Comprehensive Scheme – are written in a way which makes it difficult to identify what the Council proposes and who is responsible for what in relation to the specific requirements of a Race Equality Scheme as detailed in Section 71(1) of the Race Relations Act 1976	Agreed – the Comprehensive Scheme has been written to give a strategic view of how the 6 equality strands fit together and the impact they should have on the Council’s policy development and service delivery. The scheme has now been amended to reflect this concern.
5	The Scheme refers to the Strategic Aims of the Council which have been superseded by the Council’s new vision, vision statements and corporate priorities	Agreed - amend
6	In relation to the former Strategic Aim of “making Harrow safe, sound and supportive”, there is a minority ethnic issue about racial harassment and attack and the handling of anti-terrorist operations	Noted – this will be considered in relation to the new Corporate Priority “Work with our partners to reduce crime and the fear of crime”
7	In relation to the former Strategic Aim of “tackling waste and giving real value for money” there is a minority ethnic issue to ensure that efficiency does not drive out specific service aspect that caters for specific minority ethnic needs	Noted – this will be considered in relation to the new Corporate Priority “Build on our existing strong and cohesive community”
8.	In relation to the former Strategic Aim of “Empowering Harrow Youth”, there is a minority ethnic issue about the likelihood of minority ethnic youth being the most deprived and therefore having specific and greater needs	Noted - this will be considered in relation to the new Corporate Priority “Build on our existing strong and cohesive community”
9	In relation to the former Strategic Aim of “Giving more choice in sport, leisure and amenities”, there is a minority ethnic issue in that choice of sports, leisure and amenities will differ greatly for various groups	Noted – this will be considered in relation to the new Corporate Priority “Increase opportunities for participation in sports and culture”

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10	The Race Equality Scheme should be clearly identified separately to the other equality strands	The Council, in common with a growing number of authorities, is proposing joining up its consideration of and responses to the 6 equality strands to move to a more coordinated and holistic treatment of equalities and in general and the ways in which services should evolve to meet the various particular needs of our community. The draft Comprehensive Scheme makes the Council's offer to people who count themselves as being within two or more of the equality strands much simpler to find and understand - Disagree
11	Unlike most other groups, racial minorities are immediately and physically visible by the colour of their skin or other features and can be a target for discrimination and harassment without any close or personal knowledge of them by perpetrators. Racial harassment may require priority over other groups on occasions if not constantly.	The premise on which this comment is made is mistaken. However, it is true to say that race, religious and sexual discrimination can manifests themselves in harassment and violence in ways which are less likely to occur in other equality strands. This requires a different response but not one that requires priority over other forms of discrimination – Disagree.
12	Working in partnership would be promoted by equal representation on partnership groups	Harrow Strategic Partnership has a number of interest specific groups progressing the Local Area Agreement and the Sustainable Community Plan. These groups are made up of representatives of appropriate interests and individuals with a special knowledge of the subject. The Strategic Partnership itself will be considering its membership in the Autumn with the benefit of an Equalities Impact Assessment, which is currently being undertaken.
13	Community cohesion and community leadership is assisted by avoiding statements that have a negative impact on ethnic minorities	Agreed – The West London Alliance is undertaking a piece of work to identify acceptable terminology for discussion racial and religious discrimination issues and also to counter myths and stereotypes in the media. The results will be available to the media and spokespeople in Harrow
14	Effective consultation requires that an Ethnic Minority Forum be established to obtain the variety of views that exist in Harrow	Noted – This will be explored with the relevant portfolio holders
15	In Employment, the Council should discriminate in favour of suitability for the post.	The Scheme seeks to combat unlawful discrimination, which is discrimination on the grounds of age, disability, gender, race, religion and belief and/or sexual orientation

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16	The scheme should also cover inequality of purchasing power, of health and of articulation	See 15 above.
17	The ambition to promote good relations between different racial groups should be extended to include promoting good relations within racial groups as well	This goes beyond the scope of Equalities legislation although the Council does support Community Development initiatives which cover both identified categories of good relations
18	The Scheme should give statistics about the gender make up of the Borough in the same way as it does about ethnicity and disability	Agreed – The 2001 census records that the Borough's population comprised 99,953 men and 106,681 women. This ratio, of approximately 7% more women than men, is reflected across London.
19	In sections 5 and 7 of the draft scheme, the format and treatment of the different equality strands is inconsistent and should be more standardised.	Agreed – for Section 5. It is more difficult to balance the approach to each strand in Section 7 where race and disability have much more worked up programmes by virtue of having been duties for a many years. The new strands will take some time to reach a similar level of development
20	The Action Plan of Equality Impact Assessments should be coordinated with the service review timetable	Agreed – This was attempted when the Scheme was prepared. The review timetable has developed further since then and a further cross check is being undertaken.