

TAY ROAD BRIDGE JOINT BOARD – RACE EQUALITY SCHEME

INTRODUCTION

The Tay Road Bridge Joint Board is opposed to all forms of racial discrimination and harassment.

The Board is committed to taking all steps in its power to fulfil its duties under the Race Relations (Amendment) Act 2000 and any other relevant laws or statutory codes. The General Duty of the Race Relations Act is to have due regard to the need:-

- a) To eliminate unlawful racial discrimination;
- b) To promote equality of opportunity;
- c) To promote good race relations between persons of different groups.

The specific duties under the Race Relations Act are:-

- a) Prepare and publish a Race Equality Scheme;
- b) Employment – arrangements for monitoring by reference to the racial group to which they belong, the numbers of:-
 - Staff in post;
 - Applicants for employment.

RACE EQUALITY AIMS

The Board will continue to work towards achievement of the following aims:-

- To analyse the ethnic profile of the current workforce and to devise an action plan to redress any imbalances found;
- To ensure that all employees are trained in how to implement this scheme as is relevant and appropriate to their jobs;
- To establish a system for assessing and consulting on the likely impact of the Board's policies on the promotion of race equality;
- To monitor the Board's existing and proposed policies for any adverse impact on the promotion of race equality;
- To ensure public access to information and services.

RACE EQUALITY MONITORING

The Board is required to have in place arrangements for monitoring, by reference to the racial groups to which they belong, the numbers of:

- Staff in post;
- Applicants for employment, training and promotion.

The results of the monitoring are reported to the Board annually.

The Bridge Manager, in conjunction with Dundee City Council's Personnel Department will continue to analyse the monitoring data and develop action plans where appropriate.

TRAINING

The Board is required to identify and put in place arrangements for training its employees in relation to its duties to promote race equality. The Board will ensure that the Tay Road Bridge's employees receive adequate training in these areas.

The Maintenance Manager and the Administration Officer attended Race Equality training provided by Tayside Police in June 2005. The training session covered the implications of the Race Relations (Amendment) Act 2000 on public authorities. The Bridge Manager will implement any issues arising from the training.

The Bridge Manager will ensure that the induction programme will include information on the Race Equality Scheme.

ESTABLISH A SYSTEM FOR ASSESSING AND CONSULTING ON THE LIKELY IMPACT OF THE BOARD'S POLICIES ON THE PROMOTION OF RACE EQUALITY

The Race Relations (Amendment) Act 2000 requires the Board to undertake a Race Equality Impact Assessment (REQIA). A REQIA is a systematic analysis of how a proposed or existing policy, strategy or function, would affect ethnic minority citizen groups and considers alternatives where evidence of adverse impact exists. The Board will adopt Dundee City Council's REQIA process. The Bridge Manager will ensure that training is provided to all relevant employees.

MONITOR THE BOARD'S EXISTING AND PROPOSED POLICIES FOR ANY ADVERSE IMPACT ON THE PROMOTION OF RACE EQUALITY

The Board requires all new policies to be screened for adverse impact on equality groups and a full REQIA completed where appropriate. It is also committed to screening all its policies and practices to determine priorities for REQIA and develop actions plans. An initial screening of existing policies will be completed by July 2006. Dundee City Council's Personnel Department will provide advice on this matter.

PUBLIC ACCESS TO INFORMATION AND SERVICES

This Scheme will be published and circulated to all members, officers and employees of the Board. Copies will be available from The Tay Road Bridge, Administration Office, Marine Parade, Dundee, DD1 3JB. The Scheme and the annual Employment Monitoring statistics will also be placed on the Board's website at www.tayroadbridge.co.uk/trb-home.html. Translations will be made available on request using the services of locally identified translators.

COMPLAINTS

To date the Bridge Manager has not received any complaints in respect of Race Equality issues. The existing methods for complaints will be reviewed and a recommendation made on the most effective method(s) for raising and dealing with complaints.

DURATION AND REVIEW

The Board's original scheme covered the three year period from 9 December 2002 to 19 December 2005. This scheme is intended to cover the three year period from 20 December 2005 and has been prepared following review of the original scheme. The Board may, if considered appropriate, review the Scheme or any part of it at an earlier date in response to comments made from individuals or organisations or consultation with other bodies.