

# SCIE's race equality scheme

social care  
institute for excellence



## Introduction

The Social Care Institute for Excellence (SCIE) has developed a race equality scheme in order to promote good practice and to provide a quality resource to all its employees, service users (and potential service users), carers, practitioners and other stakeholders in the field of social care.

The scheme is designed to provide a strategic direction and identify initial priorities and implementation plans, in recognition of the breadth and complexity of the issues. SCIE will review the scheme after three years and refine it as necessary.

In order to implement the scheme we will work with people and organisations not from black and minority ethnic backgrounds, or doing race specific work to consider and explore race equality issues in the context of social care when participating in SCIE's work. We will also work with people and organisations from black and minority ethnic backgrounds, or doing race specific work.

## What SCIE aims to do?

SCIE's purpose is to:

- Collect and synthesise up-to-date knowledge about what works in social care
- Make that knowledge available to people working in and using social care.

SCIE's values are:

- Service user focus
- Independence in our research and findings
- Promotion of empowerment and change
- Partnership working

- Accessibility
- Diversity
- Transparency.
- Accountability

SCIE's stakeholders include:

- Service users, carers and their organisations
- Staff, employers and managers in the voluntary, private and statutory sectors
- Researchers
- Those involved in education and training
- Policy-makers and planners
- Regulatory bodies and government departments in England, Wales and Northern Ireland.

## **Context**

The Race Relations Act 1976 provides the legislative base for anti-racist policies within Britain. The 1976 Act was significantly strengthened as a result of recommendations that came out of the Macpherson Report on the Stephen Lawrence murder inquiry. The Race Relations (Amendment) Act 2000 amended the 1976 Act so as to:

- Prohibit race discrimination in public functions not previously covered by the 1976 Act.
- Place a general duty on specified public authorities to have due regard to the need to promote race equality.
- Give the Home Secretary powers to impose specific duties on public authorities that are subject to the general duty, and to add to the list of bodies to which the general duty applies.

A 'racial group' in the 2000 Act is a group of people defined by colour, ethnicity, race, and nationality, national or ethnic origins. The new anti-discrimination

provisions and the general duty for public authorities listed in the 2000 Act came into effect on 2 April 2001.

The general duty is set out in section 71(1) of the 1976 Act, as amended, which states that a body subject to the general duty 'shall in carrying out its functions, have due regard to the need:

- To eliminate unlawful racial discrimination; and
- To promote equality of opportunity and good relations between persons of different racial groups.'

Although SCIE is not a public authority for the purposes of the Act and therefore does not have a legal obligation to develop a race equality scheme, it is regarded as good practice and something that SCIE is very committed to doing.

We have taken the view that the race equality scheme should build on our overall equality and diversity policy, and be linked to our wider strategic aims and objectives.

## **SCIE's Commitment**

SCIE embraces diversity as a core value at the heart of all its functions and underpinning the delivery of high quality resources to the social care sector.

We will take steps to ensure that there is equal access to resources and employment and that discrimination on grounds of race, colour, nationality, ethnicity, cultural background or religion does not occur.

We accept that the quality of life of some members of the community is undermined if they are denied access to employment, services or resources through intentional or unintentional discrimination and that racial discrimination and disadvantage impacts on different communities in different ways. We are committed to improving our knowledge and understanding of the needs and aspirations of black and ethnic minority service users, carers, practitioners and other stakeholder through partnership working and ensuring that our policies, employment practices and the organisation and delivery of resources that are racially and culturally appropriate.

We recognise that the implementation of the race equality scheme is the responsibility of everyone. Therefore we will draw on the experience and expertise

of people and organisations from black and minority ethnic backgrounds, or doing race specific work. Also we will work with people and organisations not from black and minority ethnic backgrounds, or doing race specific work to consider and explore race equality issues in the context of social care when participating in SCIE's work.

## **Aim**

- To be a beacon of good practice.

## **Objectives**

- Develop and maintain effective partnerships with a range of black and minority ethnic stakeholders, particularly service users, carers and practitioners.
- Make available knowledge and resources to enable stakeholders not from a black and minority ethnic group to debate and address race equality issues in the context of social care.
- Enable people from all black and minority ethnic groups to have access to SCIE's decision making processes relating to the type and quality of work undertaken.
- Ensure that SCIE's work programme reflects the issues and concerns raised by black and minority ethnic people using and/or working in social care.
- Employ a workforce that reflects a range of communities, with black and minority ethnic staff being represented at all levels.
- Put in place training and development schemes that promote retention and career development opportunities for all employees, taking account of colour, race or ethnic background.
- Recruit and retain a Board which fairly represents the wider community, and who will actively promote race equality.
- Monitor the success and effectiveness of SCIE's race equality scheme against clear and measurable objectives and targets.

- Work towards continuous improvement in the way SCIE addresses race equality issues.

## **Implementation of race equality scheme**

SCIE will review each of its core activities in order to identify where changes are required in order that all functions conform to our statutory obligations and reflect good practice.

The activities that together comprise SCIE's race equality scheme and implementation plans are based on (but not identical to) the core activities that form the framework of the organisation's equality and diversity strategy:

1. Governance
2. Partnerships and participation
3. Work plan negotiations
4. Projects (including scopes and commissions)
5. Communications – internal
6. Communications – external
7. Human resources
8. Procurement

Implementation plans identify key objectives, activities, lead responsibility, evidence and the intended impact. The ability to achieve change and/or improvement is the crux of SCIE's race equality scheme. Senior managers have been given responsibility to oversee the implementation of the objectives although many will delegate the actual tasks and activities to the appropriate people in their teams.

## **Monitoring and reporting progress**

SCIE (in conjunction with its stakeholders) will monitor, assess and report progress in terms of whether the objectives and key activities identified have achieved the intended (or better) impact.

The Chief Executive will report to SCIE's board of trustees on the progress of the race equality scheme annually.

SCIE's annual report will include an update on the progress of the race equality scheme. The report will be published on SCIE's website ([www.scie.org.uk](http://www.scie.org.uk)).

The race equality scheme will be reviewed within three years of being put into practice.

## **Arrangements for publishing SCIE's race equality scheme, results of consultation and progress reports**

SCIE intends to publish on its website:

- The race equality scheme, which will also be available as a printed document and in alternative, formats upon request.
- A review of the race equality scheme after three years since its implementation.
- The annual equality and diversity progress report submitted to the SCIE board.

## **Complaints**

If people feel that SCIE is not fulfilling its' commitment under the race equality scheme they may make a complaint to SCIE's Company Secretary and Corporate Services Director. Employees of SCIE who have a similar complaint, which has implications for their employment, should use the relevant Grievance Procedure.

**Nasa Begum**  
**Principal Adviser Participation**

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