



# BARBY & ONLEY PARISH COUNCIL NORTHAMPTONSHIRE

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## **STATUTORY DUTY TO PROMOTE RACIAL EQUALITY**

### **The Statutory Duty**

1. The Commission for Racial Equality has advised that the amended Race Relations Act gives public authorities a statutory duty to promote race equality. The aim is to help public authorities to provide fair and accessible services, and to further equal opportunities in employment. Plans for meeting duties must be in place by 31 May 2002. Parish Councils are exempt from the requirement to prepare and publish a Race Equality Scheme.

2. Public authorities are required to have regard to the need to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good race relations between people of different racial groups.

3. In order to meet the general duty public authorities are required to:

- Identify which functions are relevant to the duty
- Set priorities for these functions, based on their relevance to race equality
- Assess how all these relevant functions affect race equality
- Make any changes necessary to meet the general duty.

4. Public authorities also have a duty to monitor, by reference to the racial groups to which they belong, the numbers of staff in post and applications for employment, training and promotion from each such group. If this monitoring reveals that some racial groups are under represented the employer can consider using positive action.

### **Barby & Onley Parish Council Services**

5. The attached table reviews our functions and identifies those which could be considered as relevant to the general duty. I have no evidence to believe that racial groups are being differently affected. We have not however carried out any consultation on this. The Committee is invited to consider whether this is necessary.

6. If the Committee agrees with my conclusions we need make no immediate changes to the way we fulfil our functions. We are, however, required to review the position every three years.

### **Barby & Onley Parish Council as an employer**

7. All the Council's employees are white. We have not advertised for employees in the last 12 months. When we next do, we will monitor applications as recommended and report to the Council.

8. When the next application arises the Council may wish to consider taking positive action to broaden the representation of racial groups.

**Conclusion**

9. The Committee is invited to consider whether racial equality could be encouraged by making changes to the way the Council carries out its functions or in its role as employer.

Catherine Camp.  
Clerk to Barby & Onley Parish Council.

7 July 08



Reviewed and readopted ..... *Cllr Dawn Cotton.*

14 Dec 2020