

## Implementation Guidance on Working with Bristol's Black and Minority Ethnic (BME) Groups

This Code of Good Practice is further example of how Bristol City Council is committed to developing community cohesion and race equality work and builds on its record as an exemplar organisation which has seen it win Beacon Status in 2005. The Council has a record of being in the forefront of equalities work as shown in its publication of a Lesbian Gay and Bisexual compact.

This code sets out principles, which all partners involved, consider essential to the development of BME voluntary and community groups. BME groups may need more support because they are on average smaller; less funded and therefore often find it harder to sustain themselves than other voluntary community groups.

To effectively support the development of BME groups, this code should be used together with the other Codes of Good Practice, in particular, the Funding Implementation Guidance, Consultation, Information and Participation Implementation Guidance and the Equality Implementation Guidance.

Although this code seeks to improve the working relationship between statutory organisations and BME groups, it can also be used by other agencies who want to adopt good practice in working with BME groups.

All partners will be working to implement the code. The Compact Steering Group will ensure that the code assists in making a real difference to the lives of people in Bristol. If your organisation would like to be involved please get in touch (contact details are on the back page).

### **Background**

Bristol has a strong, vibrant and diverse range of Black and Minority Ethnic (BME) Voluntary & Community Sector groups.

The statutory sector and in particular the signatories to the Compact recognise that BME groups are uniquely well placed to assist in:-

- Promoting racial equality
- Representing BME communities by ensuring effective consultation has taken place with BME communities
- Promoting community cohesion
- Improving the delivery of services to the BME communities.

The national Code of Good Practice states that BME groups tend to be disproportionately smaller and less well financed than the average voluntary and community sector organisation. Research commissioned by Black South West Network (BSWN) and BDA would tend to confirm that many groups in Bristol are in the same position (Snap Shot – BSWN (2004); Provision & Potential (2004); Modernisation of BME Infrastructure Support in Bristol & WoE – BDA (2005); Mapping of Black Community and Voluntary Sector in the South West of England – Tacchi & Williams (2001).

The Stephen Lawrence Enquiry Report (1999) led to the passing of new legislation which strengthened and extended race legislation in the UK. The Race Relation (Amendment) Act 2000 requires all public authorities, not only work to eliminate unlawful racial discrimination, but also to promote race equality and good relations between different racial groups.

There is a public duty that requires that race equality is mainstreamed and is integral in tackling institutional racism and promoting community cohesion.

The Cattle Report (published 2001 after the northern riots) announced the need to develop a 'new compact', or understanding, between all sectors of the community and agree some common elements of "nationhood".

Due to these factors outlined in the three paragraphs above, the local statutory sector recognises that special attention needs to be paid to ensuring that sufficient support is available to maintain a strong and vibrant local BME voluntary community sector.

## **Key Principles**

### **Joint undertakings:**

#### **Commitment to Bristol's Community Cohesion Strategy**

*'Include a statement from the Community Cohesion Strategy here'*

- The signatories to the code agree to promote community cohesion in all their activities
- Raise awareness of the requirements of this Code to the wider statutory, voluntary and community Sectors.
- Include race equality and community cohesion as a key requirement in new policy development evidenced by:
  - access to, and active promotion of, services
  - a requirement for training
  - proactive encouragement to think in terms of needs by supporting participation by BME groups in service development
- monitor the usage of services by BME groups/agencies
- introduce specific conditions (where appropriate) in funding agreements and appropriate monitoring measures in line with legislative requirements
- analyse and develop action points, as necessary, to increase equality of access to services
- promote fair employment practices in recruitment, selection, retention, training and development, support, supervision and appraisal
- introduce employment monitoring mechanisms which can measure the degree of implementation of the above
- specifically and actively promote and encourage ongoing partnership links
- give full attention to the needs of individual BME groups and communities that are protected from discrimination through legislation
- support local action, dialogue and understanding between different organisations and communities
- ensure that the highest standards of access are met (time, support and formats) in all consultation processes

## DRAFT PREPARED BY BLACK DEVELOPMENT AGENCY – 3rd Draft

- take account of religious, faith and cultural needs when organising meetings and consultation initiatives
- share training resources/expertise where appropriate on race equality, diversity and community cohesion
- celebrate race equality, diversity and community cohesion

### **Statutory Sector undertakings:**

The Statutory sector acknowledges that it has a responsibility to ensure that fair and equitable support is given to BME voluntary and community sector organisations. To do this it will undertake to:

#### 1) Provide proportionate and appropriate support

Agencies offering support or working with the voluntary and community sector will:

- Know what BME groups exist and what support is needed
- Actively seek out opportunities to promote their services available to the voluntary and community sector
- Continually develop the capacity and sustainability of BME groups through support, training and funding
- Communicate to all sections of the BME communities, through a variety of media, using accessible language and avoiding acronyms
- Assist, where applicable, in the setting up of new BME groups, where there is an identified need

#### 2) Monitor the support given to BME groups

- Any agencies providing support will monitor how that support is used to sustain and improve the well being of BME groups
- Records will show what proportion of the support to the voluntary and community sector is going to BME groups
- The principle of self-declaration will apply. That is, groups will be invited to say whether or not they are a BME group.

#### 3) Support BME groups to effectively participate

- Make every effort to reach existing BME groups and encourage their participation
- Recognise the barriers to participation by BME groups and seek to overcome them
- Recognise the important role that BME groups play in racial equality and community cohesion and ensure, through development, they are able to reach their full potential to participate
- Encourage individuals from BME communities to participate in the activities of BME groups

#### 4) Ensure effective consultation with BME groups

- Involve Black and minority Ethnic Voluntary and Community Sector organisations at an appropriate point and level in all relevant consultation exercises

- 5) Ensure that any ongoing review of policies, planning and procedures includes evidence, such as application of an impact assessment, to ensure that no particular group is disadvantaged by existing and new policies
- 6) Annually review the organisation's published Equalities and/or Diversity Policy

**Black and Minority Ethnic voluntary and community sector's undertakings:**

- 1) Ensure the effective development of BME groups
  - Ensure that groups are run properly and that trustees and committee members are aware of their legal responsibilities
  - Use public funds appropriately and inform funders when organisations face significant management and resource challenges, including financial difficulties
  - Make use of appropriate training and development opportunities
  - Operate in an open way, providing opportunities for voluntary and community action by a diverse range of individuals, showing a commitment to wider equalities issues in addition to race equality
  - maximise communication in an effective manner, as appropriate to the size of the organisation
  - Adopt appropriate quality standards and apply best practice in management and service delivery within organisations
- 2) Develop links with other groups in Bristol
  - Develop partnership working with other groups to share good practice, expertise and other practical skills
  - Inform and present community concerns to statutory organisations and other partners based on accountable partnerships with local communities, e.g. through Consortium of Black Groups
- 3) Actively participate within the wider community
  - Play a full and active part within the wider voluntary and community sector
  - Work in partnership with the statutory sector and other voluntary and community organisations in promoting race equality, tackling social exclusion and promoting community cohesion
- 4) Ensure that any ongoing review of policies, planning and procedures includes evidence to ensure that no particular group is disadvantaged by existing policies

Bristol's BME Code of Good Practice will link to existing laws and ways of working and should be used in conjunction with the National Association of Councils of Voluntary Service (NACVS) – 'Toolkit for Developing and Implementing Equal Opportunities Policies' and any other guidance available for the promotion of race equality and community cohesion). Partner organisations should also be aware of the responsibilities under both domestic (United Kingdom) and European legislation on race equality and equalities issues.

Appendix 1 comments received to date from:

NB All these changes have been incorporated. ZD 20 July 2006

Ian Crawley:

Page 1, paragraph 2, line 4, word 5 delete 'in', substitute with 'than'.

Paragraph 4, line 3 'adopt'.

Paragraph 5, the code itself will not make a difference. It is the actions of the statutory and voluntary services that will make the difference. The code could assist that.

Paragraph 7, assist in:-

\* representing BME communities. This highlights the confusion about a representative role for any VCS group. No VCS is representative and should not present itself as such. This would read better and assist in:- effective consultation with BME communities; OR BME interests and concerns being effectively reflected in statutory agency strategies and policies. This can then encompass the BME group providing the views and facilitating access for the purposes of consultation.

Page 1, paragraph 9, line 3 delete 'to'

Page 1, paragraph 10, line 1 should say is mainstreamed.

Last page, paragraph 1, line 3 add 'new', ie should read existing and new policies.

Ian

>>> Derek Dodd 25/04/2006 11:33 >>>

Please find attached a first draft of the proposed Compact implementation guidance on BME communities.

comments, ammendments etc to zahid at BDA by the end of June.

**Please copy me in on any responses**

thank you

DD