

ACTION PLAN FOR RICHMOND RACE EQUALITY PARTNERSHIP: September 2004 – December 2005

OBJECTIVE	ACTIONS/TASKS	TIME SCALE	LEAD OFFICER	OUTCOMES
<p>1. To achieve a consistent approach to the tackling, prevention and monitoring of racist incidents</p>	<ul style="list-style-type: none"> • Develop and appoint post of Racial Harassment development Worker • Develop and agree a borough wide strategy to tackle, prevent and monitor racist incidents • Produce publicity and advice leaflet for local communities • Produce guidance on the monitoring of racist incidents. • Racial Harassment Development Worker to work closely with Housing in briefing for RSLs and other third party reporting sites. 	<p>September 2004 – January 2005</p> <p>First draft: September 2005</p> <p>To be agreed within work programme of Racial Harassment Development worker post.</p>	<p>SR/JM and EMAG</p> <p>Equality and Diversity Manager (SR) and Racial Harassment Development worker</p> <p>Racial Harassment Development worker</p>	<p>Post appointed by early 2005.</p> <p>A consistent approach and understanding of what is involved in tackling, preventing and monitoring of racist incidents.</p> <p>Improve confidence of BME communities to report racist incidents</p>

2. Develop borough wide approach to promoting race equality.	<ul style="list-style-type: none"> • Work closely with Community Planning Partnership Forum and other key groups 	Ongoing	BC/SR	Presentations to CPPF on work of REP.
	<ul style="list-style-type: none"> • Partners to share development of race equality objectives in Race Equality Schemes and Service Plans. 	June 2005	ALL	Shared understanding of race equality objectives. Council, PCT and Police to produce revised Race Equality schemes by 31.5.2005.
	<ul style="list-style-type: none"> • Annual reporting of equalities monitoring analysis 	September 2005	ALL	Evaluation of trends re: equal access to services and employment.
	<ul style="list-style-type: none"> • Collation of needs analysis and mapping of surveys/studies/demo graphic analysis undertaken by partner agencies. 	December 2005	ALL/PD/SR	To feed in to future objective setting for REP and partner agencies.
	<ul style="list-style-type: none"> • Develop joined up consultation event 	April 2005	ALL/SR/PD	To feed in to future objective setting for REP and partner agencies.
	<ul style="list-style-type: none"> • Agree action plan for REP 	December 2004	ALL	

3 . Develop borough wide approach to promoting race equality and community cohesion	<ul style="list-style-type: none"> • Produce a briefing paper on community cohesion and race equality 	March 2005	SR	To feed in to CPPF and Community Plan objectives.
	<ul style="list-style-type: none"> • Celebration of diversity events • Consideration of findings of the Children's Fund Partnership project on Hounslow Heath 	Ongoing	ALL RCVS/HM/CW	Increase awareness and understanding of the borough's diversity. To help inform developing work in this area.
	<ul style="list-style-type: none"> • Report on work programme of Hounslow Heath steering group • Presentations by partners and other agencies on current work 	March 2005 Ongoing	RD ALL	 Increase awareness and understanding of partners' work and help inform a borough wide approach to race equality and community cohesion.