

Fair for All Programme

Progress Report to April 2006



CHALLENGING INEQUALITY
& CELEBRATING DIVERSITY

Foreword

The contents of this document are a testament to the huge amount of progress which has been made over recent years in the area of equality by Devon County Council.

The staff who have been involved in the many achievements referred to deserve congratulations and thanks, particularly as furthering the cause of equality has been in addition to normal duties. As more progress is made, we will no longer see equality as a separate issue, but one which is incorporated into everyday thinking and activity.

We measure our overall progress using the Equality Standard for Local Government and in May 2005 we were delighted to receive confirmation from our external advisors, the Equality Reference Group, that we had achieved Level 2 of the Standard. We are now working hard to achieve levels 3 and 4.

I have been very honoured to be the Member Champion for Equality for a number of years and do feel that we are a long way from where we started. I am now passing on this role to someone else, in the knowledge that there is still much to be done.

It has been a privilege to work alongside two Equality Officers, Angela Welch and now Jo Hooper and I wish them all the best for the future.

Councillor Jill Owen
Member Equality Champion to May 2006



Delivering on our Priorities

Corporate Equality Scheme

Our Fair for All Programme was launched in May 2005, taking the Council to a new stage of development. It will be revised this year to be more in line with the new Strategic Plan – ‘Our Devon – a focus on the future’ and new legislation including the Disability Equality Duty which will come into effect in December 2006.

Action Planning at Service Delivery Level

During the summer of 2005 we developed Equality Action Plans for each directorate. The directorate plans draw their objectives from the Equality Standard for Local Government framework (levels 3 and 4) and our Fair for All Programme (corporate equality scheme) and ensure our approach to equality is embedded across the Council. Progress against each plan is monitored by the Equality Steering Group and directorate management teams.

Working in Partnership

Our Approach

The Council has a long tradition of working in partnership and in particular has led on the following projects: Devon Equality Partnership, The Devon BSL (British Sign Language) Charter, Faith Initiatives Group, Exeter BME (Black and Minority Ethnic) Community Engagement Project and the Prejudice Crime Task Group. Officers are also involved in various networks to ensure that the latest information and best practice is shared and where joint working is of benefit, this is utilised. We are also members of Devon Racial Equality Council Board of Trustees.

Devon Equality Partnership

The Devon Equality Partnership is a new network of equality officers from different public sector organisations across Devon (councils, police, fire, health, university, met office etc). Set up in October 2005, it now meets every quarter. Although we are represented on a network with other local authority equality officers (the South West Equality Network) there was no local network that brought together other agencies with a common interest. It is still in early stages of development but has already proved useful as a way of bringing people together to discuss areas of shared concern, to quickly share information about initiatives or events, or to invite members of the voluntary sector who are working on diversity/equality issues to share information about projects they are engaged in. The Corporate Equality Officer initiated, chairs and co-ordinates the meetings and attends the Equality Strategy and Scrutiny Group (members of equality focussed community/voluntary sector organisations, reporting to the Executive of the Devon Strategic Partnership) to whom the group is accountable.

Partnership working is essential to bring about effective and efficient change for the people of Devon.

Gender Round Table

To ensure gender equality remained on the agenda in Devon, an event was held in May 2004 to discuss issues affecting the lives of women in the county. Facilitated by Pam Fox, a well know researcher and commentator on issues affecting women, themes discussed included democracy, access to services, employment, the social environment and culture. As a result an action plan was produced and has been integrated with work on gender equality being led by the Devon Strategic Partnership. A Gender Group meets on a regular basis to maintain the momentum.

Achievements

Our performance against targets and best value performance indicators will be available in the Council's Performance Plan (published June each year).

Here are some of the activities we have been engaged in:

Accessible Services and Information

Equality Impact and Needs Assessment

Equality Impact and Needs Assessment (EINA) Refresher Workshops were delivered to our EINA facilitators in September 2006 (we have around 40 facilitators across the Council who advise officers and managers about the process).

EINA is an audit that is carried out in order to ensure our policies and services are not discriminating, are promoting equality and good community relations. The Council has developed a toolkit which is often commented upon by people outside the area as being best practice and very helpful. Our 3 year programmes for assessing policies and services are available on our internet, along with any completed assessments for each area.

Translation and Interpretation Services

We hold a database on local registered interpreters and provide a telephone interpreting service. We are currently reviewing the information and services provided to ensure we can meet demand and that staff, councillors and the public are aware of the services available.

Devon British Sign Language Charter

On February 9th 2006 the Devon BSL Charter Group (chaired by the Council's Corporate Equality Officer) launched its new local Charter. The Charter is based upon the British Deaf Association's Charter for BSL and feedback from a Sign Vision conference held in March 2005 which many local Deaf people attended. The Charter contains 5 pledges which organisations are encouraged to sign up to. The Charter helps organisations meet the duties of the Disability Discrimination Act in relation to Deaf people who use BSL.

Our senior managers are committed to the Charter and, at the time of writing this annual report, recommendations are currently being put together for the Council to formally sign up to it and implement it. The Council has already made improvements for example: key messages from the Leader have been provided in BSL; information about interpreters is on the website; some staff (including all Education Reception staff) have been trained in Deaf awareness and some are learning BSL; a text messaging service has been set up for surveys and for the new Customer Service Centre; the Council supports and engages in on-going consultation and information exchange with Deaf Clubs particularly around customer access, budget priorities and raising awareness of our text and web facilities.

BSL awareness sessions were made available to Registration staff as part of the Customer Service programme and as a frontline, customer-focussed Service it was decided that at least one person from each of the eight District offices should attend. The sessions were very much enjoyed. One member of staff has gone on to complete the BSL Level 1 course and several have had the opportunity to put theory into practice during the course of their everyday activities.

In addition to this the Charter Group is organising and supporting its second Sign Vision consultation conference which will take place on 1st July at County Hall. See www.devon.gov.uk/bslcharter for more information.

Devon Access Pass

Our transport team have been working with communities to develop a pass which will help people with communication difficulties access buses, launching the pass in April 2006.

‘Doris the bus’

Doris, our touring ‘Devon In Touch’ information bus, is fully accessible and offers a free service for any adult living in Devon who wishes to contact the council or find out about local services in their area. Fully equipped with internet facilities, it provides all communities across Devon with an opportunity to access Devon County Council and other public services. The bus is also a mobile reference centre, so we can help people find any bit of information they need, or point them in the right direction to find it. It regularly visits market and coastal towns in Devon. Other visits can be made by request. More information is available at www.devon.gov.uk/roadshow.

Accessible Communications and Buildings

The internet has been audited for its accessibility and improvements are being made. Accessibility standards for communication methods have been published for staff as part of our Customer Services Standards. Buildings have been surveyed and a £1.2 million budget allocated for improvement work over 4 years. Some of our surveys were carried out in partnership with Living Options Devon.

A series of public events and focus groups (‘Public Access Forums’) have been run which involve communities in the development of accessible communication channels with the Council. A comprehensive equality impact assessment of the proposed Customer Service Centre was carried out and identified a range of potential issues which are being acted on.

Learning Disability Devon (www.learningdisabilitydevon.org.uk) is a new award winning website specifically tailored for people with learning disabilities in Devon is one of the first in the country. It is a one-stop information shop for people with learning disabilities, their carers, families and other people with an interest in learning disabilities.

Support for Schools

Devon Schools Library Service provides a special collection service for pupils with specific needs which include symbolised text books, books in Braille and Large Print books and these are available to all schools.

Black and Minority Ethnic communities Steering Group

We are members of the BME Steering Group, a partnership which aims to bring together all parties who work with BME people/groups across Devon and to build links, identify areas for collaboration and identify gaps; the partnership is facilitated by Devon Racial Equality Council.

Influence Over Decision Making

Corporate consultation and information mechanisms

The Council has a Citizen's Panel 'Devon Voice' which is representative of the Devon population. We are looking at ways of ensuring minority and special interest groups can be represented further.

Consultation Finder was launched in 2005. The internet based database has been developed in partnership with other public sector organisations as a way of sharing consultation results and allowing more people to respond to 'live' consultations on-line.

Council meetings are now web-cast so that anyone with PC access can keep up to date with Council decisions from the comfort of their home or an internet café.

A copy of Devon Talk is distributed to every Devon home each quarter and Devon Link is an established magazine for disabled people produced by Devon and Torbay Councils.

Consulting with Black and Minority Ethnic residents

The Exeter BME (Black and Minority Ethnic people) Community Engagement Project is an arrangement between Devon County Council, Exeter City Council, Police and Exeter Primary Care Trust to commission joint consultation with BME people in Exeter on areas of public service delivery in order to identify and respond to specific needs. One phase of the project has been to consult on Customer Services. The results of our consultation activity on Customer Services has been crucial for developing the new Customer Service Centre and many aspects of that consultation activity were used as part of the equality impact and needs assessment which has helped with the development of the Centre and recruitment and training of its staff. Earlier consultation work, which identified road safety concerns, resulted in a zebra crossing being installed in York Road, Exeter near to the Mosque and local primary school.

We are in contact with a voluntary organisation Fata He who are developing methods of consultation with Black and Minority Ethnic focus groups across Devon towns.

Youth Work

On October 13th 2005 Devon County Council committed itself to Article 12 of the United Nations Convention on the Rights of the Child which says 'all children and young people have the right to have their views heard and to have that opinion taken seriously'.

Since then Devon County Council has worked hard to make sure that this will become a reality. We have written a strategy, with young people, for ensuring that we involve young people in our work called 'Bigger Voices...Better World!'. We also have two groups of young people working within the County Council, the Young People's Scrutiny Forum (non elected) that looks at decisions the Council is making and raises issues that concern young people and the Young People's Shadow Executive (elected) that works with the Executive of the County Council to give a young persons perspective. Additionally the young people of Devon elect 3 Members of the UK Youth Parliament each year. These young people represent their peers at a national and regional level. In January 2006 23,700 votes were cast.

Although there is still some way to go to make sure that all young people have their voices and views heard we have made a significant start on this.

More information can be found at www.ukypdevon.co.uk.

Supporting Gypsies and Travellers

Devon County Council have been involved in securing agreement from all District and Unitary Councils across Devon to take a co-ordinated approach to specialist housing need assessments and, despite not having a housing responsibility, have contributed £10k to the project in recognition of the need to develop a more co-ordinated response to the need for site/pitch provision.

We continue to provide support to Gypsy and Traveller families through an assessment of welfare needs when unauthorised encampments occur and continue to run the Sowton site, with plans in hand for improvement to facilities there in the new financial year.

We have established a county council committee with a specific remit for this and have an Executive portfolio holder with designated responsibility. We have shifted management responsibility to the Chief Executive's Directorate to develop a more co-ordinated and corporate approach and continue to lead a highly successful specialised Travellers Education Unit.

We have participated in developing a Devon-wide protocol for dealing with unauthorised encampments and will be recommending its adoption to the Gypsy and Traveller Committee in May. We continue to participate in the Dartbridge Collective - a Gypsy and Traveller led consultative/engagement forum.

Excellence not Excuses

The multi-ethnic group Excellence not Excuses provides a forum for managers, operational staff and policy makers in social services to discuss issues affecting black and minority ethnic people. The remit of the Group is about to be extended to cover partnerships and the structure of the new Adult and Community Services and Children and Young People Services. The forum includes service users, carers, staff and members of the voluntary and private sector.

Positive Community Relations & Community-wide Trust and Confidence

Faith Initiatives Group/Devon Faith Forum

The Faith Initiatives Group evolved after initial discussions between Devon County Council's Corporate Equality Officer and key partners in voluntary and public sectors and is now working to help bring faith communities from Devon together to discuss the potential of a Devon Faith Forum. An event 'Creating Links' is organised for 18th July 2006 and participants from faith communities across Devon are being invited to the event. Most of the work is being funded by a Home Office grant which the group was successful in obtaining.

Faith communities have a long tradition of offering much support to their local areas: working for the social well-being of their neighbourhoods. Faith communities are also becoming aware of the growing importance of ensuring that members of different faiths/belief systems understand and respect each others' traditions and values and are able to coexist in harmony. As a result we are exploring ways to bring together and gain the input of different faith communities. Interfaith forums can help ensure that local policy and practice takes into account the diverse range of faiths in the area and together, support and deliver on local priorities and areas of need, and challenge prejudice.

Challenging Prejudice/Hate Crime and Responding to Incidents

The Council supported the 'Communities in Peace' event held in August 2005 in response to a number of racist incidents directed towards our local Muslim community as a result of the London bombings. We also hosted the Holocaust Memorial Remembrance Book at Exeter Central Library in January in support of Holocaust Memorial Day which remembers victims of genocide and hatred. The message: "Never Again really must mean Never Again."

We also support both Exeter and North Devon Respect Festivals.

The Prejudice Crime Task Group is steering work to reduce the number of Prejudice/Hate Crime incidents and improve reporting and support for victims across Devon. Crime Concern has been commissioned by Devon County Council and the Local Criminal Justice Board to carry out the work and develop a strategy for dealing with prejudice/hate crime across the county. The Amethyst database is also being developed by the Council to record and report on incidents across Devon.

A Community Tension Contingency Plan has been drafted. This plan aims to provide us with a basis for assessing levels of tension that could lead to hate crime incidents and being able to respond to any major incident in a considered way.

The Education, Arts and Libraries Directorate trained three Mediators who achieved ONCR qualifications in July. Mediation has taken place in relation to complaints and the outcomes have been successful. Training has been provided on making and reporting complaints. We have seen increases in reporting as staff have become more confident, and reports of 'no complaints' on monitoring sheets are followed up to see why none have been reported. In addition, facilitation support has been provided to combat racism resulting in racist attacks against an individual in an East Devon community, in partnership with Devon and Cornwall Police. Devon is also set to become a pilot authority for a web enabled reporting and monitoring system for schools covering all aspects of bullying and harassment.

Equality and the Tourism Sector

We are in the early stages of developing a partnership approach to promoting equality in the tourism sector in the South West as a result of the BBC's 'Inside Out' programme broadcast in October 2005 which highlighted homophobic prejudice in some parts of the tourism sector.

Responsive and Flexible Services

Procurement

Devon Procurement Services is exploring a corporate strategy for pro-actively managing and monitoring equality issues as part of its procurement processes. An Information Pack for Suppliers which lists the criteria by which Devon County Council will evaluate tenders, and a Framework for monitoring suppliers who have been awarded a contract have been drafted for consultation with procurement networks across Devon County Council. The pack will be launched to all current council suppliers in stages to allow feedback and adjustments where necessary in order to incorporate supply market suggestions or additional information suppliers may require. The documentation will be made available on the council's website and incorporated into tender exercises.

The subject has been discussed at a recent Devon Procurement Partnership meeting and it is hoped that this approach will be adopted by all of the Devon Authorities within the Devon Procurement Partnership.

Civil Partnerships

The Civil Partnership Act 2004 was enacted with effect from 5 December 2005 and from that date same-sex couples were able to give notice of intention to form a civil partnership. The Registration Service consulted with the Intercom Trust about changes to its service. Staff received LGBT awareness training and job descriptions and interview processes were updated to include specific reference to civil partnerships. A Civil Partnership Guide will be available shortly. The Registration Service has embraced this new legislation and has worked hard to get to grips with the completely new Internet-based registration program on a tight timescale and engage with couples to provide a professional and empathetic service as befits their role.

There has been some very positive feedback from couples and from the local lesbian and gay community generally and helpful suggestions for improvement:

- * “We can’t thank you enough for making our special day even more special through your sensitivity, kindness, warmth and engagement.”
- * “Thank you for making us feel so welcome and for conducting our civil partnership registration with sensitivity and warmth.”
- * “Thank you for all your help and kindness on our special day.”

Nationality Checking Service

The Registration Service began offering the Nationality Checking Service from 1 March 2006 at its Teignbridge Register Office. This is a service to British citizenship applicants whereby we help with the completion of the application form and photocopy original documents to send with it, for a small fee. One of the applicants received confirmation of acceptance form and booked a citizenship ceremony (provided by Devon County Registration Service) within one month.

The Hikmat Centre

During 2003/2004 consultation activities were held with Muslim elders from the community. The results of the consultation were produced in the report ‘A Question of Fairness - an Inquiry into the Social and Health Care Needs of Muslim Elders in Exeter’ which supported the Muslim elders’ claim that a social contact centre was needed, and illustrated that the elders had significant and specific health and social care needs which were not being met under existing arrangements. In December 2005 the Hikmat social contact centre was established through a contract between the Olive Tree Association and Devon County Council. “Hikmat” means “wisdom” in a number of languages.

Recently, the Hikmat Centre applied to become one of 29 community engagement sites funded by the Department of Health. Impressed by its “grass roots” approach and the preparatory work which had been undertaken beforehand with the elders, the Hikmat Centre has been successful with their application and will become one of 29 national community engagement sites working with the University of Central Lancashire. Other black and minority ethnic groups have recently approached the Centre Manager to discuss their elders’ needs.

A Developed Workforce and Positive Working Environment

Job Evaluation

The Council is in the process of analysing jobs for fair pay and it is likely results of the evaluations will be communicated in 2007.

Age Equality Response

The Council has used the Employers Forum on Age Toolkit to develop and adopt an Employment Age Strategy and Policy in response to forthcoming legislation and the demographic make-up of the county of Devon.

Employee Networks

Two new employee networks have been piloted this year – one for LGBT (lesbian, gay, bisexual and trans) staff and the other for BME (black and minority ethnic) staff. We recognise that not all LGBT staff are 'out' at work or at home and thus feel particularly excluded, the network provides an opportunity for staff to 'be themselves' with work colleagues. Both networks also provide an opportunity to share common concerns and where necessary, alert the Council of any issues.

Contemplation and Prayer Room

As part of our commitment to employee care, we opened a Contemplation and Prayer Room at County Hall on a pilot basis for one year. A survey of staff highlighted that they would welcome a quiet space that can be used for meditation, worship or contemplation including at times of bereavement. Information from the pilot will be used to determine future provision at County Hall and other work places.

Stonewall Corporate Equality Index

For the last two years we have been pleased to be ranked in the top 100 for Stonewall's National Corporate Equality Index of 'gay friendly' organisations and are currently ranked 66.

Acceptable Behaviour

The Council has put in place an Acceptable Behaviour Policy and trained Acceptable Behaviour Officers who have been available to resolve any complaints relating to inappropriate behaviour, including discrimination and harassment. A leaflet is available for staff to report any incidents and the recording and monitoring of incidents is carried out on a regular basis. The Council also launched its Refusal of Service Policy which provides a mechanism to respond to service users who verbally or physically abuse staff.

Training our staff

January 2005 saw the launch of the new comprehensive 3 year equality learning and development programme, which comprises 16 modules across a range of subjects including: Sexual Orientation, Age, Disability, Race, Gender and Religion Awareness; Why Equality Matters motivational and general awareness session; Leadership workshop; Equipping Managers; Tackling Unacceptable Behaviour; and two Members workshops. The programme is being delivered by external consultants across the Council. Feedback from the workshops to date has been positive. This is in addition to our own equality Induction workshop provided to all new staff and training delivered to Education Services.

In addition, the Council has developed a range of guides and on-line training including its popular Guide to the World's Major Religions.

Challenging Inequality and Celebrating Diversity Week

In September 2004, over 200 people participated in events across the county including Deaf Culture and BSL Awareness workshops, Dyslexia Awareness, Tai Chi, Black History and a photography exhibition documenting life in Devon from a Black perspective. The Council also launched 'Nice People', an innovative video resource to examine issues of multiculturalism within traditional rural communities.

In October 2005 staff were asked to take ownership of the equality agenda and engage in the Week in whatever way they could either through self-learning, voluntary work, or by committing themselves to undertake an activity or challenge/change a practice for the better.

Consultations

We have responded to the following consultations:

The Equality Act 2006

Commission for Racial Equality's draft Employment Guidelines

Commission for Racial Equality's Gypsy and Traveller Scrutiny Project

The Equalities Review

The Disability Rights Commission's Definition of Disability

The DTI's Gender Duty

Government Office South West's Regional Strategy for the Integration of Refugees and Asylum Seekers in the South West

The Office of National Statistics changes to categories for the Census 2011

Government Office South West's Improving Opportunity Strengthening Society Regional Strategy

The DTI's 'Coming of Age' consultation on Age Discrimination

Implementing new Disability Equality Duty in Post 16 Education.

How work is co-ordinated

- **Equality Reference Group**
- **Directorate Equality Co-ordinators**
- **Equality Steering Group**
- **Corporate Equality Officer**

The **Equality Reference Group** meet on a quarterly basis. This group advises and supports Devon County Council's work on equality and diversity, providing ideas and scrutiny. It symbolises the partnership of Devon County Council with the local community in its commitment to equality and includes members from various local organisations pressing for equality. Although acknowledged and supported by the council, the Equality Reference Group members are independent of the council they include: Devon Racial Equality Council, Intercom Trust, Living Options Devon, Agile and Fair Play South West.

Each directorate has an allocated **Directorate Equality Co-ordinator**. Co-ordinators meet and maintain contact on a regular basis with the Corporate Equality Officer and maintain the directorate's Equality Action Plan and 3 Year Programme for Equality Impact and Needs Assessments. They are responsible for the day to day advice on equality matters within their directorate, the co-ordination of activities relating to the Council's equality programme of work and raising awareness of corporate and wider initiatives. They are supported by directorate Equality Champions. Each directorate has a defined 'equality group' which may be the directorate management team or a designated team.

The **Equality Steering Group** has overarching responsibilities for ensuring the Council is meeting its legal duties and delivers on its Fair for All Programme (Equality Scheme). It will agree and set policies, programmes and guides, targets and actions, and monitor progress. Its members include:

- Lead Officer for Equality (member of Corporate Management Board)
- Member Champion for Equality
- Executive Member for Communities
- Directorate Equality Co-ordinators
- Directorate Equality Champions
- Trade Union Representative
- **Corporate Equality Officer** (who is responsible for facilitating and co-ordinating the Council's corporate work on equality through policy, strategy, activities, projects and programmes, helping to ensure that equality forms an integral part of the Council's improvement agenda).

Equality Steering Group meetings are also attended by Equality Reference Group members on a rotating basis.

Budget 2005-6

The corporate equality budget for 2005/6 was £76,330.

In addition, funding for equality based initiatives may be provided from budgets within directorates and services such as Social Services and Education, there is also a separate Social Inclusion budget.

Learning and Development

A £90,000 budget has been allocated to run our 3 year Equality Training Programme.

A good proportion of our funding goes directly to the voluntary/community sector who we believe are best placed at delivering on certain aspects because of their specialist and 'grass roots' approach:

Community Support – delivering Flexible and Responsive Services to our Communities

We have provided financial support to:

- * The Intercom Trust – to help them with their aims of building a south west where lesbian, gay, bisexual and trans people can live and work without prejudice and fear; we have also provided financial support (Social Inclusion Budget) to help the Intercom Trust analyse a community survey with lesbian, gay, bisexual and trans people. We will use the results of the survey to identify areas for improvement.
- * Devon Racial Equality Council. An additional £10,00 is made annually to DREC through a separate budget. We also supported the production of the 10th Anniversary banner.
- * Living Options Devon's disability forum, newsletter and community engagement work.
- * Exeter Community Initiative's Ujima Project. 'Ujima' is a Swahili word meaning 'To build and maintain our communities together and make our sisters' and brothers' problems our problems and solve them together'. The project aims to provide direct support to existing groups/networks; Identify the need for and support the development of new projects/groups/networks; promote and enable community development by supporting Black and Minority Ethnic communities at a strategic level within the city.
- * Devon Chinese Community who are the largest BME community in Devon. This enables the community to meet.
- * X-Plore LGBT Youth Group have been financially supported by the Council along with ongoing support provided by the Youth Service.

Challenging Inequality and Celebrating Diversity - Events and Activities

We have supported the Devon Music 'Mix' Festival – supporting the celebration and achievement of youth music and cultural diversity through a festival celebrating local, national, world and cultural music as well as using this as a platform for raising awareness of diversity with young people and schools. There is a planned 'Re Mix' Festival for 2006.

We supported the Exeter Respect Festival again and the new North Devon Respect Festival. Both were a success, and totally engaging. We supported a young person in Devon who had been

subjected to racist abuse for over ten years, during 2005 he worked hard for the promotion and running of the North Devon festival which engaged many people, including schools.

We have also provided funding to the Devon and Exeter Global Centre to support their work including their 'cultural mentors' programme and development of their business plan.

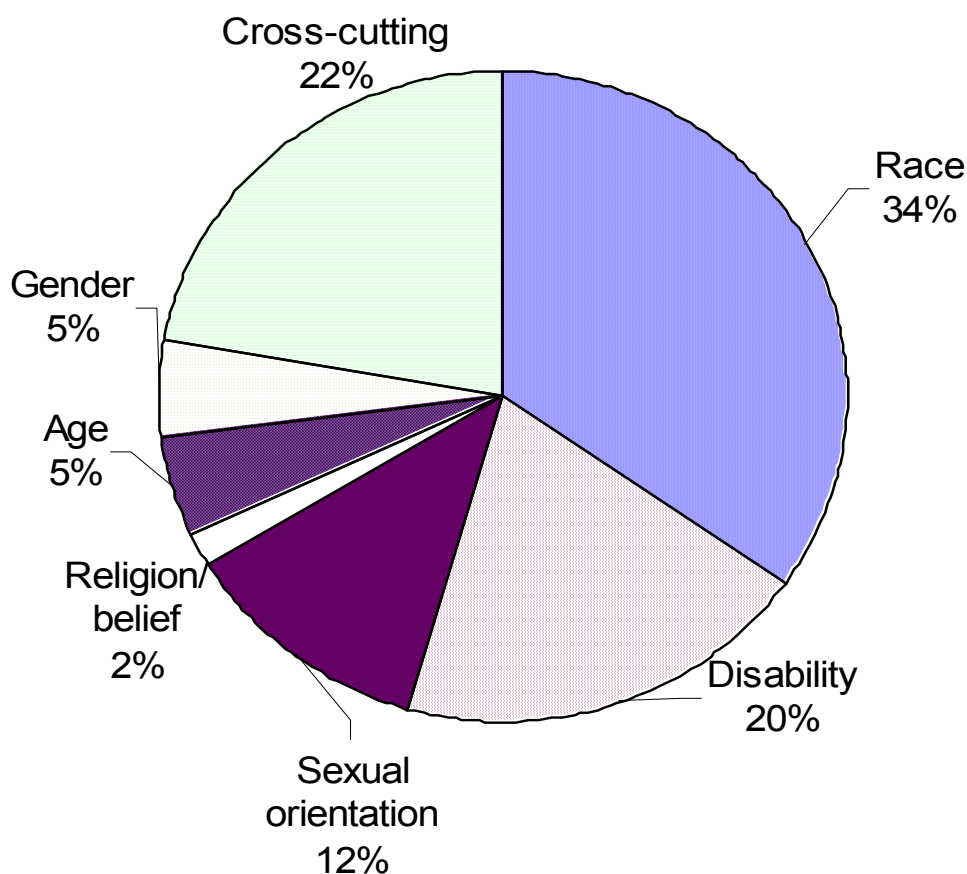
Translation and Interpretation Services

The Council has supported 2 projects to develop better access to interpretation and translation: providing financial support to Devon Race Equality Council's development of an Interpretation and Translation Service and Living Options Devon's Deaf Project research into BSL interpreter services. Both these projects are still work in progress.

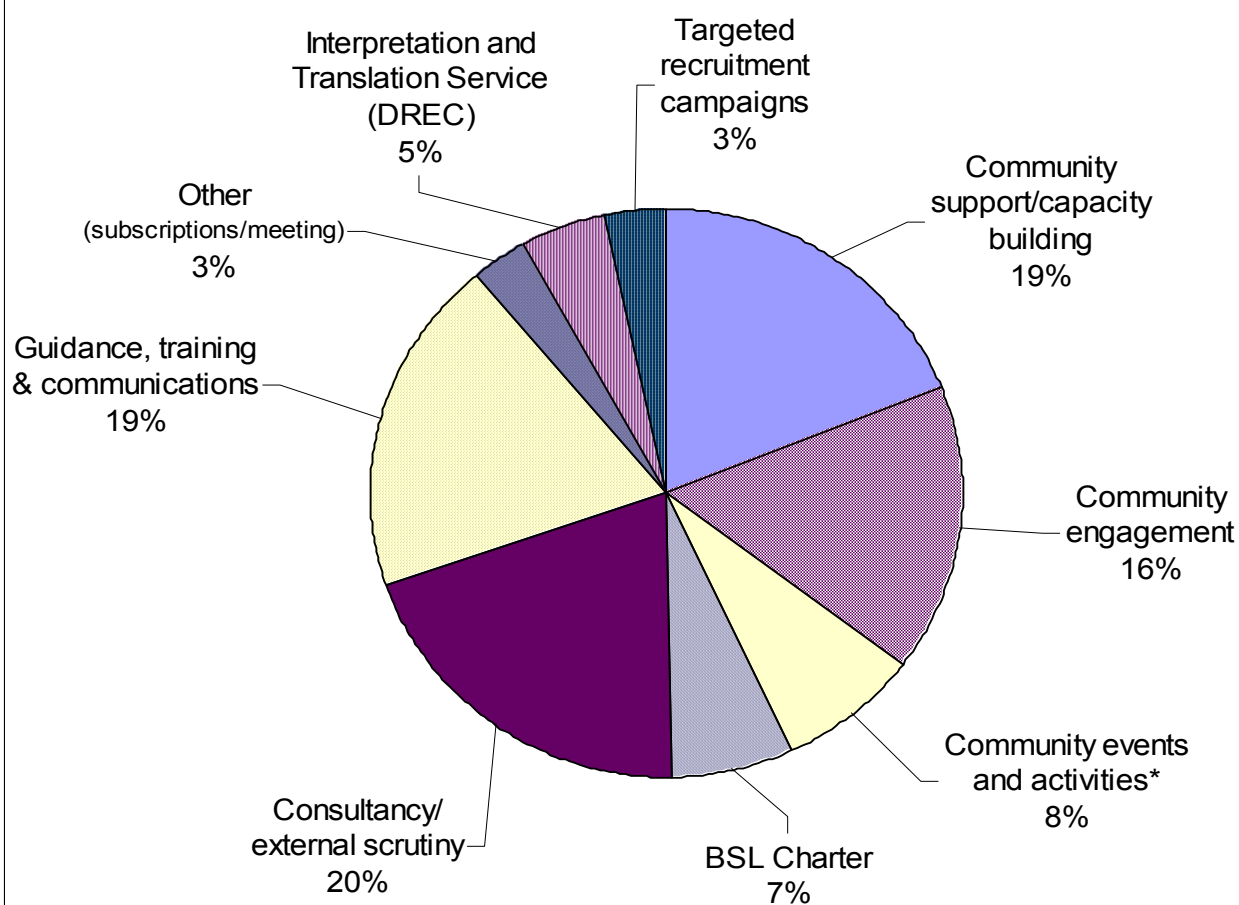
Tackling Prejudice/Hate Crime and Incidents

Financial support was provided to The Monitoring Group (Rural Racism Project) to fund a worker in Devon with the purpose to improve the reporting and handling of racist incidents and provision of support. Our Contribution helped pull in additional funding from elsewhere.

Allocation of budget by equality themes



Allocation of budget by activity



*community events and activities are those which demonstrate they can Challenge Inequality and Celebrate Diversity.

Other Individual and Community Support provided by Directorates

In June 2005 the Education, Arts and Libraries Directorate provided financial support to Krysten Coombes, a keen sportsman and a pupil at King Edward VI Community College, who has a condition called achondroplasia (one of the restricted growth conditions) and also has learning difficulties and a hearing impairment. He was selected to take part in the Dwarf Olympics in Paris. Krysten did extremely well at the Olympics and came home with 6 gold medals, 8 silver and 3 bronze.

The Education, Arts and Libraries Directorate has provided funding to Lamerton Church of England Primary School for a 'whole school approach' to supporting a Deaf child, by providing training in British Sign Language for the children, the teachers, classroom assistants and a dinner lady to enable the school to communicate effectively with the child. Similar work has also been funded and carried out in two other local schools, Brigestow and Marwood. The fantastic work at Lamerton School was a recent feature on BBC Spotlight.

A peninsula-wide programme of research into those receiving care whose lives are severely affected by multiple sclerosis has been sponsored by Devon Social Services with funding by the MS society. The programme will deliver workforce development products to enhance the appropriateness of care across all agencies.

If you need a copy of this document in another language, large print or other format please call 01392 382260 or email equality@devon.gov.uk or write to: Equality, Room 227, County Hall, Topsham Road, Exeter, Devon EX2 4QU.

www.devon.gov.uk/community/equality_and_diversity

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