



*Dunbartonshire and Argyll & Bute  
Valuation Joint Board*

**Race Equality Scheme  
Annual Progress Report 2008**

# **Race Equality Scheme**

## **Introduction**

The Race Equality Duty has provided an opportunity for Dunbartonshire and Argyll & Bute Valuation Joint Board (VJB) to reaffirm its commitment to race equality.

Notwithstanding the race neutral functions of the Valuation Joint Board, the promotion of opportunity and the elimination of discrimination in relation to persons of differing race is a process to which I am personally committed. This has required changes to our operations in the past year and will require further actions in the years to come. This reports details the progress made to date and highlights the way forward

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**Assessor and Electoral Registration Officer**  
**Dunbartonshire and Argyll & Bute Valuation Joint Board**

January 2009

## **Achievements in the last year**

### **Training**

Dunbartonshire and Argyll and Bute Valuation Joint Board (the Board) have continued to train all new staff in race equality as part of the induction process. This training also raises awareness of race equality issues which will lead to staff identifying what actions need to be taken to achieve equality for all. Any new issues are highlighted at Management Team meetings

### **Policies**

All Board Policies are examined to ensure that they do not contain any barriers to the promotion of race equality

### **Equality Impact Assessment**

The Board has been developing procedures to allow Equality Impact Assessments to be carried out on all new policies and procedures. At this early stage only some existing policies have been screened for relevance.

### **Interpretation Service**

A handful of calls have required the use of LanguageLine for interpretation and these have been dealt with successfully.

### **Monitoring**

The Board has continued to monitor job applicants, electoral register canvassers, and staff applying for promotion, staff training, and staff involved in disciplinary or grievance procedures, and staff leaving the employment of the Board. Stakeholders responding to the customer satisfaction survey are also monitored for race. Results of monitoring are published as required at <http://www.dab-vjb.gov.uk/equalities/>

### **Consultation**

A member of the management team has continued to attend meetings of the West Dunbartonshire Communities Planning Equalities Group.

### **Actions for the year to December 2009**

- Through the management team the VJB will ensure that equalities issues remain to the fore and that all staff remain committed to ensure that equality neutral delivery of services is maintained
- Equalities champion to continue to attend Community Planning Equalities Group meetings
- Continue to include equality training at an early stage in staff induction
- Continue to monitor personnel as in the current year
- Issue full equality monitoring forms as part of the Customer Satisfaction Procedures
- Continue to develop and implement our Equality Impacts Assessments