

Anti-Racist Work in the Independent Voluntary Sector

The GLC is proud of London's multi-racial international characteristics and is working to promote greater understanding which would enable all cultures to flourish with due respect and equality. However, the Council has acknowledged the divisive and damaging effects of racism which combines power with prejudice to subordinate certain people because of their race. As a consequence black and other ethnic minority groups in London, while experiencing similar social, environmental and economic deprivation to that of poor whites have, because of racism, to put up with more extreme levels of bad housing, discriminatory nationally and immigration legislation, low incomes, high unemployment, lack of adequate recreational facilities, educational under-achievement and access to resources.

Direct and indirect discrimination has also served to keep black and ethnic minority people from decision-making positions in society's institutions, such as Parliament, the media, the judiciary, the Civil Service, local government, banking, etc.

The GLC, mainly through the work of Ethnic Minorities Committee, is seeking to help black and other ethnic minority groups overcome their disadvantages and helping to meet their special needs through action programmes. All committees of the Council have developed policies and programmes to assist black and other ethnic minorities to get a fairer share of resources, access to facilities, to become more involved in helping to shape policies and programmes, and to benefit from employment and training opportunities offered by the Council.

To maximise the effectiveness of the Council's equal opportunity and anti-racist activities, the Council attaches the highest importance to ensuring that suppliers, traders, contractors, recipients of grant-aid and other bodies pursue similar non-discriminatory policies and practices in all their activities.

As far as grant-aided organisations are concerned the Council expects them to comply with conditions of grant-aid and to operate within the attached **Code of Practice**.

Furthermore because of the importance attached to anti-racist initiatives all grant-aided organisations are requested to engage in anti-racist activities in accordance with the Council's declared objectives as follows:

GLC
Working for London



**LONDON
AGAINST
RACISM
GLC**

1981-1986

Working for London
archive.parmindervir.com

Conditions of Grant

Equal opportunities and anti-racist code of practice on employment and training

1 Introduction

1.1 This code is applicable to all voluntary bodies being assisted through grant-aid by the Greater London Council. All of the code's requirements are in line with the Council's own practices pursued as an equal opportunities employer. All of these requirements are also within the recommended code of practices drawn up by both the Equal Opportunities Commission and the Commissions for Racial Equality.

1.2 The undertakings set out below deal with the basic equal opportunity requirements which organisations, as employers, should comply with in order to be eligible for consideration for assistance. Also set out are anti-racist objectives in line with the Council's anti-racist declarations which each voluntary body is being encouraged to adopt as part of the Council's Anti-Racist Programme. The programme is designed to raise awareness of the divisive and demoralising effects of racism in London with a view to eliminating all forms of race discrimination and engendering positive responses for improved tolerance, equality and justice.

2 Undertakings

2.1 Employing organisations should have explicit written equal opportunity statements comprising unequivocal commitments to non-discrimination in selection, promotion and training opportunities and the employment of women and ethnic minorities at all levels as part of its workforce. Overall responsibility for the policy should be allocated to a member of the organisation's management committee or staff who will oversee the implementation of the policy and report thereon to the grant-aiding Committee in accordance with any other requirements for periodic reports.

2.2 All employees should have been issued with copies of the statement and would themselves have each given undertakings not to breach any of the requirements of the policy.

2.4 Grievance procedures should be introduced to allow employees with complaints/grievances on matters of equal opportunities to have access to independent machinery which would protect their interests and safeguard against breaches of policy, violation of equality rights/entitlements and victimisation.

2.4 Grievance procedures should be introduced to allow employees with complaints/grievances on matters of equal opportunities to have access to independent machinery which would protect their interests and safeguard against breaches of policy, violation of equality rights/entitlements and victimisation.

2.5 All jobs should be advertised as widely as possible, using local networks (careers services, training schemes, job centres, etc.) wherever applicable with the aim of attracting suitable qualified ethnic minority

and women applicants. Employers should not rely solely on word-of-mouth recruitment to fill vacancies and within organisations all internal vacancies should be advertised widely.

2.6 Employing organisations should ensure that the requirements and personal qualities which they set against particular jobs are justifiable and are being applied equally to all applicants. In particular, employers should ensure that requirements or conditions are not indirectly discriminatory. Indirect discrimination is applying a requirement or condition with which a considerably smaller proportion of one sex or race than the other can comply, which is a detriment and which cannot be justified, for example a requirement to be mobile or certain upper age limits for entry to training schemes.

2.7 Interviews should involve more than one interviewer and reasons should be made available, if requested, to applicants who fail to secure appointments so that fairness and justice can be seen to have been prevalent.

2.8 All in-service or other sponsored job related training opportunities should be available to all staff irrespective of race, colour, ethnicity, sex and particularly with providing women and ethnic minority staff with the opportunities for career development.

2.9 Employing organisations should ensure that an individual is not treated less favourably than a person of the opposite sex in the same employment as regards pay and other terms of the contract of employment such as holidays, pensions, etc., where they are employed on like work (e.g. the same work or on work which is broadly similar) or on work which has been given an equal value under a job evaluation scheme. Part-time workers should receive pay and all benefits on a pro-rate basis.

2.10 Where redundancies, dismissals or short-time working are taking place, common criteria for selection should be applied, irrespective of sex or race. However, procedures and criteria should be reviewed to ensure that they do not indirectly discriminate against women or ethnic minorities. For example arrangements which provide for all part-time workers to be laid off first would probably affect women disproportionately. Similar 'last in - first out' arrangements could affect ethnic minorities adversely.

3 As part of the conditions of grant, all grant-aided bodies must give undertakings to work actively in support of the anti-racist objectives of the Council as follows:

- (a) changing institutional and organisational structures which have racist and discriminatory effects;
- (b) refuting all racist publications and media output which perpetuate biased and prejudiced minds and opinions;
- (c) securing anti-racist commitments from as many of London's inhabitants as possible and their involvement in the anti-racist programme. This would require:

- (i) a commitment to being anti-racist through acquiring knowledge and understanding of what racism is and how personal and

institutional racism operates nationally and internationally;

- (ii) a commitment to become anti-racist by being deeply aware of all forms of oppression and taking action personally and collectively to end all oppression.

The Council intends to monitor implementation of anti-racist policies and welcomes the positive contribution being made by the voluntary sector against racism. Should you require any specific assistance on anti-racist matters or race equality issues please contact the GLC Ethnic Minorities Unit (DG/EMU) at County Hall, SE1.

Equal Opportunities for People with Disabilities

The GLC accepts its responsibility to respond to the needs and protect the rights of Londoners with disabilities. The Council recognises that people with disabilities who may be physically disabled, visually handicapped, hearing impaired, mentally handicapped or mentally ill, experience deprivation and discrimination in many aspects of life, such as education, jobs and the provision of basic services. Many are living in poverty and few enjoy the facilities of everyday life which able-bodied people take for granted, such as access to transport, public buildings, places of entertainment and many other features of the built environment, on anything like the same terms. Where provision is made for people with disabilities it is often made on a purely segregated basis, with the result that people with disabilities are herded together in separate establishments. This results in people with disabilities feeling rejected and isolated when what they want is to take their place in the community on equal terms with everyone else.

As part of its equal opportunities policy, the Council makes a conscious effort to redirect resources so that its services, systems and procedures are more effective in meeting the needs and rights of people with disabilities. With this in mind, the Council has developed an Action Plan for people with disabilities designed to promote greater awareness and a more sensitive response to disabled peoples needs and aspirations both within and outside the council. All committees and departments within the Council are required to examine the implications for people with disabilities of policies, programmes and projects under consideration.

Steps are being taken to promote more job opportunities within the council and to improve access and all facilities in County Hall, people with disabilities are one of the groups for whom the Council has a special concern in its efforts to promote more job opportunities outside the Council. A special Disability Resource Team has been established to monitor the performance of all Council departments in the matter of responding to the needs of people with disabilities and encouraging improvements.

The Council is aware that one aspect of the discrimination people with a disability experience is the way in which they are often excluded from the decision-making process in matters which vitally affect them. The Council is concerned to remedy this position, and to that end has set up the London

Consortium on Disability, an umbrella body of organisations of people with disabilities and organisations working in the field of disability with a brief to advise the Council on all matters affecting people with disabilities. In this way it is hoped that people with disabilities will have a greater hand in shaping programmes and policies and help to promote valuable developments in areas of special need.

As well as improving its own performance with regard to people with disabilities, the Council is also concerned to exert an influence on the attitudes and practices of bodies outside the Council. To this end, it imposes certain standards on all recipients of grants from the Council, and all the Council's contractors, suppliers, etc. are required to ensure that they follow appropriate practices in regard to the employment of people with disabilities.

In this respect project proposals are assessed to identify the benefits which would accrue to people with disabilities. Such benefits would include one or more of the following;

- (i) combating the economic disadvantage associated with disability;
- (ii) promoting maximum independent living;
- (iii) protecting social intergration in the community;
- (iv) promoting the participation of people with disabilities in particular activities, projects or events.

Maternity Leave for Council Funded Workers

As far as possible the Council will apply the same maternity leave arrangements to Council-funded voluntary sector staff as it applies to its own staff. Details of these are given in the booklet 'The GLC/ILEA Maternity Scheme for APTEC Staff'. Copies are available from the Grants Co-ordination Unit (DG/GCU), Room 507, County Hall, SE1 7PB upon request.