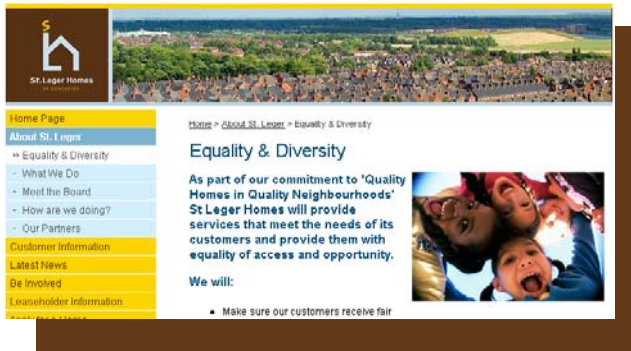


To achieve consistency in monitoring racist incidents a common definition has been accepted and agreed. The definition that St. Leger Homes has adopted is that which was proposed in the Stephen Lawrence Inquiry Report:

“A racist incident is any incident which is perceived to be racist by the victim or any other person.”

EQUALITIES AND DIVERSITY ON OUR WEBSITE

For further information on Equalities and Diversity visit St. Leger Homes' Equalities and Diversity website.



This page will be regularly updated with the latest work St. Leger Homes is doing around Equalities and Diversity.

St. Leger Homes' Religious Holidays Calendar 2006 is available for download from our website.

FURTHER INFORMATION

Please contact the **Diversity Team**:

Telephone:

(01302) (8)62739

Email:

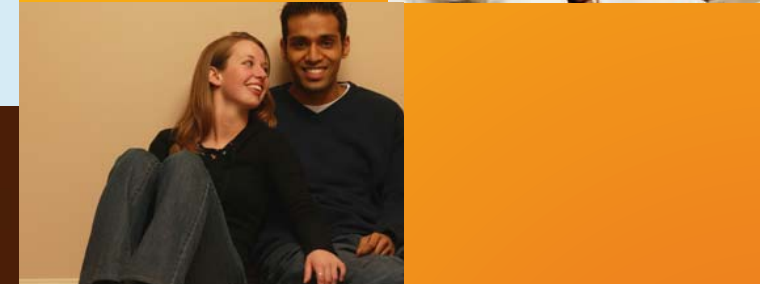
diversity@stlegerhomes.co.uk

Website:

www.stlegerhomes.co.uk

Equality and Diversity at *St. Leger Homes of Doncaster*

August 2006 Edition



Translation Available

ترجمہ موجود امت

Çeviri mümkün

نیمہ نامادین کہ نوسراہ گانی نیوہ روہگیرین

ترجمہ دستیاب ہے

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***“As one person I cannot change
the world, but I can change the
world of one person”***

Paul Shane Spear

Guidance Notes for Employees

DISABILITY EQUALITY DUTY

Doing the duty - an overview of the Disability Equality Duty for the public sector.

We all want to live in communities where we can participate fully and equally. To ensure this happens a Disability Equality Duty is being introduced for the public sector. This new legal duty will mean that any public body will need to actively look at ways of ensuring that disabled people are treated equally. Disabled people must be actively consulted and involved in creating a Disability Equality Scheme.

This means including disabled people and disability equality into everything from the outset, rather than focusing on individualised responses to specific disabled people.

Over the next few months we will be working with Doncaster Council and other partners to ensure we are 'Doing the Duty' for our customers by developing a joint Disability Equality Scheme.



An Outline of the Duty

The basic requirement for a public authority, when carrying out their functions, is to have due regard to the need to do six things:

1. Promote equality of opportunity between disabled people and other people.
2. Eliminate discrimination that is unlawful under the Disability Discrimination Act.
3. Eliminate harassment of disabled people that is related to their disability.
4. Promote positive attitudes towards disabled people.
5. Encourage participation by disabled people in public life.
6. Take steps to meet disabled people's needs, even if this requires more favourable treatment.

Key Date

The general duty will come into force on 5 December 2006 and all public authorities should be prepared by then.

RACIST INCIDENT PROTOCOL PROCEDURE

St. Leger Homes has implemented a new Racist Incident Protocol Procedure. This has been established in partnership with Doncaster Council and the Racial Multi Agency Partnership (RMAP).

The procedure provides staff with step-by-step instructions on how to deal with a racist incident complaint, how to gather evidence, the action to take and multi agency arrangements available to both support the victim and deal with the offenders.

We have nominated Julie Jablonski as the Racial Incident Co-ordinator for St. Leger Homes and she will feed all Racist incidents dealt with by St. Leger Homes to RMAP

group. Prior to every meeting Julie will request updates on all LIVE cases to establish progress of the investigation.



Julie Jablonski—Racial Incident Co-ordinator