

# **Black & Minority Ethnic Group Code of Practice**

The statutory/public sector acknowledges the important role of the Black & Minority Ethnic (BME) sector in supporting local efforts to create a more cohesive community. BME communities, although sharing many common experiences with the voluntary and community sector, experience disproportionately from the effects of institutional racism, prejudices, social exclusion and hate crimes. The BME sector represents diverse communities, including faith groups and refugee and asylum seeker groups.

## **1. Key Principles**

- Commitment to equal opportunities and community cohesion.
- Use communication and consultation to ensure the wide range of views are heard and understood to inform policy development, service design and delivery.
- Challenging social and economic structures which contribute to discrimination and disadvantage by putting racial equality at the forefront of policy making and everyday practice.
- Actively challenge extremism and xenophobia.

The statutory sector will work within the framework of the Compact, working in partnership with the BME voluntary and community sector.

## **2. Statutory/Public Sector Agencies will:**

Recognise and support the independence of the BME sector and its right to within law to challenge institutions, policy and practice, irrespective of any funding relationship which might exist. It will:

- ensure that policies and practices do not discriminate or lead to other forms of unfair treatment. The public sector will consult with BME groups on assessing impact of policies, functions and decisions for race equality impact.
- be proactive in working with BME sector where skills, experience and knowledge held are recognised and valued to assist in the effective delivery of their services to BME and wider communities.

- Recognise the need to ensure participation, consultation and representation of BME groups when planning, developing and implementing services.
- Monitor the allocation of resources to the community sector to ensure fair and equal access to funding programmes.
- Ensure BME groups are actively engaged with service planning, target setting and scrutiny of public services.

### **3. The BME sector will:**

- work in partnership with the statutory/public sector to ensure high quality services for BME communities.
- work in collaboration with the statutory/public sector to identify trends and monitor changing needs and offer advice in response to those needs.
- Support the endeavours of the public sector to promote race equality, diversity and social cohesion.
- Inform and consult service users, members, volunteers and the community about service proposals, decisions, activities and where possible involve them in the services provided.
- Work to ensure that BME groups are open and democratic.

### **4. Review**

As with the other Codes of Practice, this code is evolving and will be reviewed every year to assess its effectiveness.