



EQUALITY WORK

York Consulting Ltd's (YCL) expertise in the field of equalities covers a range of areas from evaluation and development of race equality policies through to research among learners from black and minority ethnic groups.

Public Sector and Legislation

The last few years has seen significant changes in legislation relating to religion and belief, sexual orientation, gender, disability and race.

The amended **Race Relations Act** placed a new requirement on public sector organisations to challenge racial discrimination and promote race equality. Later this year a similar public duty will be extended to the disability legislation and, finally, age discrimination in employment will receive some legal protection.

For public bodies, charged with delivering effective services to an increasingly diverse workforce and the wider community, there is growing recognition of the need for **tailored solutions to help address the changes and challenges** that the public sector now faces.



YCL Expertise

Over the past few years YCL has been developing its expertise in the equalities area and has conducted a number of studies to assist in the **identification and provision of appropriate and relevant services** in particular, for black and minority ethnic (BME) groups.



Education Across the UK

In the field of education, this has involved work with schools and their authorities to **Review the Guidance on Dealing with Racist Incidents**. The 12-month project, commissioned by the Scottish Executive, looked at the practice employed by schools and education authorities to address incidents and racist behaviour. In Wales, YCL examined the **experiences of BME learners studying on college courses and work based learning programmes**. The research with FE Colleges, work based learning providers, BME learners and key stakeholders identified the motivations, aspirations and challenges to learning, identified areas of good practice and recommendations for future research.





Supporting Social Inclusion in Local Areas

As the amended race equality legislation entered its third year, revisions to race equality schemes and policies, analysis of the impact of policies and practice and ways to more effectively engage with communities have been a focus for public authorities. YCL has provided support to authorities, like East Lothian Council, to raise awareness and develop systems, processes and actions that achieve and embed race equality. Our work with Glasgow Anti-Racist Alliance (GARA) provided this social inclusion partnership with the support in various forms to increase their ability to influence local practice and national policy.

Key Clients:

- East Lothian Council
- Glasgow Anti-Racist Alliance
- Birmingham New Deal Partnership Team
- Scottish Executive Education Department
- Education and Learning in Wales (ELWa)
- National Assembly for Wales



YCL Services

YCL offers a comprehensive range of services to assist public sector organisations to address their business needs and meet the requirements of their users. These include:

- developing approaches to build equality into existing core policies and procedures;
- aligning organisational practice with the requirements of recent and future equality legislation;
- developing impact assessment tools;
- adapting tailor-made in house training to address key equality elements.

Key YCL Contact

Onyema Ibe is a Senior Consultant based at our Edinburgh office and she leads on equality issues across the company. Prior to joining YCL, Onyema was a senior officer at the Commission for Racial Equality (CRE) and worked in their offices in Edinburgh, Cardiff and London. She has extensive experience in the field of race equality, working with the voluntary and public sector organisations, as well as the other equality areas through partnership work with the Disability Rights Commission (DRC) and the Equal Opportunities Commission (EOC).



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