



Race Equality Scheme 2008-2011

Subject of this consultation:	HMRC is pleased to invite feedback and comments on its Race Equality Scheme (RES) for the period 2008-2011. This Scheme details how HMRC will continue to meet its responsibilities under the Race Relations (Amendment) Act 2000 by eliminating unlawful discrimination and promoting equality of opportunity and good relations between people of different racial groups.
Scope of this consultation:	<p>We seek feedback on the new Scheme and direct your attention to the accompanying Race Action Plan (Annex D). We would like to know your view on:</p> <ul style="list-style-type: none"> • whether the Race Action Plan correctly identifies the issues most relevant to race equality in HMRC • whether we are tackling the issues in the appropriate way <p>All views will be considered against the current Action Plan and in the light of significant feedback we will reprioritise and re-scope ongoing work.</p> <ul style="list-style-type: none"> • Race Equality Scheme (PDF 126KB) • Annexes to Race Equality Scheme (PDF 230KB) <p>The Equality Impact Assessment (EQIA) Progress Report (to March 2009) and EQIA Action Plan for the period April 2009-March 2011 form part of the RES annexes and these have now been published for consultation.</p> <p>These consultation documents can be accessed at the link below:</p> <p>EQIA consultation documents</p>
Who should read this:	Anyone with an interest in ensuring that race equality is firmly embedded in HMRC's policies and processes.
Duration:	End of August 2009 to the end of November 2009.
Enquiries:	<p>Please direct any enquiries to:</p> <p>Frances Raimo:</p> <p>Telephone: 0115 974 0662 Email: frances.raimo@hmrc.gsi.gov.uk</p>

<p>How to respond:</p>	<p>Written responses can be submitted to:</p> <p>Frances Raimo HMRC Diversity Team 2nd Floor, Mowbray House Castle Meadow Road Nottingham NG2 1BE</p> <p>Email: frances.raimo@hmrc.gsi.gov.uk</p> <p>All responses will be acknowledged, but it will not be possible to give substantive replies to individual representations.</p> <p>When responding please say if you are a member of staff, business, individual or representative body. In the case of representative bodies please provide information on the number and nature of people you represent.</p> <p>Paper copies of this document or copies in alternative formats (e.g. large print, Braille, audio CD and electronic Word version) may be obtained free of charge from Frances Raimo at the above address or telephone: 0115 974 0662.</p>
<p>After the consultation:</p>	<p>We will:</p> <ul style="list-style-type: none"> • Use the responses from this consultation to inform the final Race Equality Scheme and Action Plan • Publish the Scheme in the appropriate formats
<p>Getting to this stage:</p>	<p>HMRC has taken into account feedback from the Equality and Human Rights Commission on the previous Race Equality Scheme in producing the new Scheme. In drawing up the Race Action Plan we have identified new and existing activities which are required in order to promote race equality.</p>
<p>Previous engagement:</p>	<p>HMRC consulted on and published its first Race Equality Scheme in August 2005. A revised version of the scheme was published in September 2007.</p> <p>Throughout this consultation stage we will continue to involve our Diversity Staff Networks, Trade Union Side, Business Area representatives and key external stakeholders to refine and improve the Scheme and our ongoing plans.</p> <p>In the interim we will continue to implement our provisional RES and Race Action Plan to avoid any delay in taking this work forward.</p>