



DERBY CITY COUNCIL

MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 8 SEPTEMBER 2005

Report of the Director of Development and Cultural Services

Library Services to Black and Minority Ethnic Communities

RECOMMENDATION

- 1.1 To note the report.
- 1.2 To agree that the post of Librarian with Special Responsibility for Services to the African Caribbean Community be re-designated to Librarian: Services to Black and Minority Ethnic Communities.

SUPPORTING INFORMATION

- 2.1 The Library Service structure has three established specialist posts tasked with ensuring that provision meets the needs of minority ethnic communities in the city. Their brief includes the identification and purchase of materials, and the development and promotion of all aspects of the service to their target groups. Two of the posts, serving the Urdu and Punjabi speaking communities, have a core responsibility to provide the appropriate language materials at relevant libraries. These collections are currently supplied from Central, Pear Tree, Sinfin, Blagreaves and Alvaston libraries.
- 2.2 The third post, that of Librarian with Special Responsibility for Services to the African Caribbean Community does not have a language specialism within its remit. It concentrates on evaluating books, newspapers, magazines and related materials of interest to the African Caribbean community and promoting the wider range of library services to this community.
- 2.3 In recent years many new minority ethnic community groups have become established in Derby. The Library Service has responded by purchasing materials relevant to the new communities. In addition to Urdu and Punjabi, we also offer books in Hindi, Bengali, Gujarati, Chinese, Kurdish, Arabic, Francophone, Russian, Somali, Albanian, Farsi, and Pashto. Additional languages are added as the composition of the city's population changes.
- 2.4 To reflect changes in Derby's demography and to consolidate and develop the Library Service's work with new minority ethnic community groups it is proposed to widen the remit of the post of Librarian with Special Responsibility for Services to the African Caribbean Community. In future this post would be responsible for researching and co-ordinating the Library Service's provision to all Black and Minority Ethnic Communities, excluding those already served through the Urdu and Punjabi speaking specialist posts. The service will be provided to permanent residents, asylum seekers, refugees and Travellers.

- 2.5 The re-designated post would continue to spend a significant proportion of its time on service to the African-Caribbean community. However given that this service is very well established and largely mainstreamed, and does not have a language dimension, the post as currently defined has capacity that could be redirected to the development of services to other minority ethnic community groups without damaging existing provision. The overall effect of changing the remit of this post will be to enable the Council to respond more effectively to the needs not only of long-established minority ethnic community groups, but also newer arrivals to the city including asylum seekers, refugees and Travellers.

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Background papers:	None
List of appendices:	None

IMPLICATIONS

Financial

- 1.1 The grading of the post will be unchanged, and the salary costs will be met from within the existing staffing budget.

Legal

- 2.1 The Council has an enforceable legal obligation under the Race Relations Amendment Act 2000, to promote equal opportunities.

Personnel

- 3.1 The post of Librarian with Special Responsibility for Services to the African Caribbean Community is currently vacant, so no current member of staff is affected by the change in the remit of the post. The Library Service has consulted with the Corporate Personnel Officer – Reviews over the job description and grading of the post, and with Unison. There are no outstanding issues.

Equalities impact

- 4.1 By extending its services to all Minority Ethnic Communities, asylum seekers, refugees and travellers in the city the Library Service aims to provide a comprehensive and inclusive service to all residents of Derby.

Corporate objectives and priorities for change

- 5.1 The proposal comes under the Council's Objective a shared commitment to regenerating our communities
- 5.2 The proposal furthers the priority of improving customer service, in the city centre and locally.