

**CABINET MEETING: 16 JULY 2020**

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**ESTABLISHMENT OF A RACE EQUALITY TASKFORCE**

**LEADER (COUNCILLOR HUW THOMAS)**

**AGENDA ITEM: 2**

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**Reason for this Report**

1. To obtain Cabinet authority to establish a Race Equality Taskforce, which will enable the production of recommendations for immediate action, alongside longer-term recommendations, to act on race inequality and address racial injustice in Cardiff.

**Background**

2. In Capital Ambition, the Administration make clear their commitment to reducing the large and growing inequalities between communities, to tackling inequality in all its forms and to making sure that all citizens can contribute to, and benefit from, the City's success.
3. Cardiff is proud to be a diverse city, and the Cabinet recognises and celebrates the strength that this diversity has brought and will continue to bring to the City's future. The Cabinet is also clear that race inequality continues to exist in Cardiff. The Cabinet therefore wishes to work with Black, Asian and Minority Ethnic (BAME) communities, public service partners and major employers to identify and put in place a programme of action that seeks to address race inequality.

**Issues:**

Diversity and Inequality in Cardiff

4. Using statistics from the Annual Population Survey, it is estimated that, for the year ending 31 March 2020, 76,400 of Cardiff's residents were from BAME groups: 20.7% of the total population. In comparison, 186,600 individuals are from BAME Groups in Wales as a whole: 6% of the total population.
5. Additionally, using data from the Pupil Level Annual School Census for 2019/20, it is estimated that 13,270 pupils aged 5 or over are from BAME groups: 28% of the total school population, compared with 8% (33,290) for Wales as a whole.

6. The lived experience and chances for BAME people in Cardiff differs significantly and detrimentally from those of White people.
7. The Welsh Index of Multiple Deprivation paints a complex picture for the City. However, in terms of overall deprivation, 34.8% of Cardiff's Black/African/Caribbean/Black British population reside in the 10% most deprived group. This is double the number of Cardiff's White population who reside in the same group, at 17.2%.
8. Cabinet recognises the divergent experiences of different BAME groups and the necessity of a nuanced approach if we are to progress race equality.

### The Black Lives Matter movement

9. The tragic death of George Floyd in the USA has seen protests taking place across the world, including in Cardiff, as part of the Black Lives Matter movement. This has led to a reflection, both on how the history of Black communities in the UK are treated, and on the ongoing challenges that BAME people continue to face in today's society.
10. A feature of the Black Lives Matter movement is its call to reassess how individuals in British history with involvement in slavery are commemorated.
11. In Cardiff, this has focused on the statue of Sir Thomas Picton in the Marble Hall at Cardiff City Hall, whose military career and death at the Battle of Waterloo drove his original inclusion in the 'Heroes of Wales' collection. However, there is growing awareness and understanding of the brutal nature of his Governorship of Trinidad and his involvement in slavery, prompting many to request that the Council moves this statue to a more appropriate location.
12. A democratic mandate will be sought for the proposed removal of this historic monument through a debate and decision by Full Council. This will also enable the Council to consider the practicalities of safely removing the statue and managing any associated implications to the listed status of the Marble Hall.
13. Beyond this important debate regarding the Sir Thomas Picton statue, the Leader of the Council has indicated his eagerness to work with Black Communities to better understand their needs and look at what further action the Council can take to make tangible improvements to their lives and outcomes.
14. It is therefore proposed that a new Race Equality Taskforce is established by the Council. This will enable the coordination of meaningful and evidence-led actions and recommendations to address racial discrimination and promote race equality in Cardiff.

## Establishing a Race Equality Taskforce for Cardiff

15. The context for the establishment of the Race Equality Taskforce has been well documented in several recent studies, reviews and inquiries, which reveal the extent of racial inequality in the UK, including:
  - The [Race Disparity Audit](#), published in 2017, showed inequalities between ethnicities in educational attainment, health, employment and within the criminal justice system.
  - The [McGregor-Smith Review of race in the workplace](#), published in 2017, found people from Black and Minority Ethnic backgrounds were still disadvantaged at work and faced lower employment rates than their White counterparts.
  - The [Lammy Review](#), also published in 2017, found evidence of bias and discrimination against people from Ethnic Minority backgrounds in the justice system in England and Wales.
  - The [Windrush Lessons Learned Review](#), published in March 2020, found the Home Office showed, “institutional ignorance and thoughtlessness towards the issue of race.”
16. It is proposed that the Race Equality Taskforce for Cardiff will work to the following objectives:
  - Work with Cardiff's communities and organisations to improve and prioritise race equality to achieve an inclusive, cohesive, thriving and representative city;
  - Guide Cardiff's policy and strategy developers to make sure race equality is included in all of their work;
  - Use the Council's convening power to advance race equality in the public, private and voluntary sector, working closely, where required, with the Cardiff Public Services Board;
  - Coordinate actions and recommendations to advance race equality, focusing on priority work-streams, identified in consultation with the City's BAME residents;
  - Report on progress on race equality and the general impact of inequality and discrimination on the BAME communities of Cardiff.
17. The Council proposes the following initial areas of focus for the Taskforce's consideration:
  - What more can be done to ensure that the Council's membership and workforce represents the full diversity of the City it serves;

- The experiences of BAME children and young people in education, in alignment with the Welsh Government's recently announced working group focusing on this area;
- Supporting BAME communities to access employment opportunities;
- Diversity in the public realm, working closely with the Taskforce recently established by the Welsh Government to audit statues, street and building names to address Wales' connections with the slave trade;
- Supporting the civic and democratic involvement of BAME communities through voter registration and participation in the Census 2021.

18. It is proposed that a rapid and focused consultation will be undertaken in August 2020 to seek BAME residents' views on the priorities for the Taskforce. This work will inform the establishment of work-streams to coordinate strategic evidence, practice and policy reviews and produce recommendations for action.

#### Appointment of Chair

19. The Leader of the Council has invited the Ward Councillor for Butetown, Cllr Saeed Ebrahim, to Chair the Race Equality Taskforce. The Chair will oversee the activities of the work-streams and strategic activities associated with tackling discrimination and disadvantage faced by BAME people in Cardiff, along with chairing Taskforce meetings, and promoting the work of the Taskforce.

#### Membership

20. It is proposed that the Taskforce be comprised of the Chair and up to 14 members. The membership will be made up of individuals with insight and interest in race, ethnicity and human rights and who have the ability, experience, opportunity and influence to make changes in their sector, industry and institutions or organisations.

21. Membership of the Taskforce will be selected following a public appointment process that will be openly advertised by the Council. It is expected that individuals will have experience in one or more of the following fields:

Voluntary Sector and Community Organisations	Public Services
Major Employers and Small-to-Medium Sized Enterprises (SMEs)	Culture and the Arts
Education, including Further and Higher Education	Sport
Trade Unions	Children and Young People

22. A comprehensive Terms of Reference will be developed to support the Taskforce membership.

23. Meetings of the Taskforce will take place once a quarter until the end of the current administration. Members are expected to make every effort to attend all meetings. Attendance will be recorded formally through the minutes.

### **Governance**

24. The Taskforce will report to Cabinet. The Taskforce will provide reports on each work-stream to Cabinet, complete with recommendations for action to be considered. The Taskforce will also provide an annual report to Full Council, in line with the reporting schedule for the Council's statutory Equalities Annual Report.

### **Reason for Recommendations**

25. To obtain Cabinet authority to establish a Race Equality Taskforce.

### **Financial Implications**

26. There are no direct financial implications arising from this report but consideration should be given as part of any future Council budget setting as to whether any budget allocation is required once the Taskforce is set up.

### **Legal Implications**

27. The public sector equality duties under the Equality Act 2010 require the Council to give due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. The protected characteristics are: age, gender reassignment, sex, race – including ethnic or national origin, colour or nationality, disability, pregnancy and maternity, marriage and civil partnership, sexual orientation, religion or belief – including lack of belief.
28. The recommendation of this report to establish a Race Equality Taskforce ('the Taskforce') should serve to assist the Council to discharge its equalities duties in respect of race and ethnic or national origin.
29. The Taskforce will require Terms of Reference, incorporating detailed provisions with regard to its remit, membership (including co-optees) and reporting responsibilities, as outlined in the body of the report; and other matters such as terms of office, decision making and voting rights, and rules regarding conduct and personal interests. For the avoidance of doubt, it should be noted that the Taskforce will have no separate legal status or formal decision making powers. Legal Services will advise further on the draft Terms of Reference.
30. The Wellbeing of Future Generations (Wales) Act 2015 requires the Council to consider how its proposed decisions will contribute towards meeting the Well Being objectives set out in the Corporate Plan.

31. Members must also be satisfied that proposed decisions comply with the sustainable development principle, which requires that the needs of the present are met without compromising the ability of future generations to meet their own needs.

**HR Implications**

32. There are no direct financial implications arising from this report but consideration should be given as part of any future Council budget setting as to whether any budget allocation is required once taskforce is set up.

**RECOMMENDATIONS**

Cabinet is recommended to:

1. Approve the proposal to establish a new Race Equality Taskforce with the objectives set out in paragraph 16 of the report.
2. Agree the appointment of Cllr Saeed Ebrahim as Chair of the Race Equality Taskforce.
3. Delegate authority to the Head of Performance & Partnerships, in consultation with the Chair of the Race Equality Taskforce and Leader of the Council and with advice from the Director of Governance and Legal Services, to finalise detailed Terms of Reference for the Race Equality Taskforce, to be confirmed at the inaugural meeting of the Taskforce.
4. Delegate authority to the Head of Performance & Partnerships, in consultation with the Leader of the Council and Chair of the Race Equality Task Force, to undertake a public appointment process for membership of the Race Equality Taskforce.
5. Delegate authority to the Head of Performance & Partnerships, in consultation with the Leader of the Council and Chair of the Race Equality Taskforce to commence a public consultation exercise to inform the initial priorities for the Race Equality Taskforce’s work programme.

<b>SENIOR RESPONSIBLE OFFICER</b>	<b>SARAH MCGILL</b> <b>Corporate Director People &amp; Communities</b>
	10 July 2020