

My Ref: T: Scrutiny/PRAP/Comm Papers/Correspondence

Date: 28 January 2021

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Dear Councillor Ebrahim,

PRAP Scrutiny Committee 20 January 2021: Race Equality Taskforce

Further to your progress update to the Policy Review and Performance Scrutiny Committee on the work of the Race Equality Taskforce on 20 January 2021, on behalf of the Members thank you for your positive report and presentation. Members wish to express their appreciation to yourself as Chair, to the Leader, Councillor Huw Thomas, and to officers Gareth Newell and Sian Sanders for supporting effective engagement with scrutiny. Following the scrutiny I have been asked to pass on Members' comments and observations as follows.

Taskforce Membership - quality and coverage

The Committee notes that following a public appointments process you are pleased to have appointed 14 members to the Taskforce representing the Council, public, private and voluntary sectors, all bringing leadership within their own field of expertise to the panel. We are pleased to note that the Chair of the Council's BAME staff network is also a member of the Taskforce. However Members consider it particularly important that the Youth Justice Service is represented on the Taskforce to ensure that the experiences of young ethnic minority groups are brought forward. You explained that the membership aims to encompass diverse geographical and ethnic representation. We wish to stress the importance of membership representing all BAME communities.

Taskforce output

We note you have put in place 5 work streams, 3 Council-led and governed (Employment & Representative Workforce; Education & Young People's Experience of Services; and Citizen's Voice) and 2 Partner-led (Health & Social Care; and

Criminal Justice). We understand that the Taskforce will expect regular reports from the 3 Council led work streams commencing in February. The Committee was keen to establish how you will ensure good quality output from the work streams, noting that recommendations from Council-led work streams will be reported directly to Cabinet, and Partner-led work streams to the PSB and Community Safety Partnership respectively.

The Taskforce has been created in the final year of the current Administration, as such we note the Leaders view that the work of the Taskforce can span Administrations where there is the political will. We note that, whilst some quick wins are hoped for within the current Administration, the work of the Taskforce and the recommendations of its work streams will also apply longer term.

A representative workforce

The papers that supported this item indicate that the BAME community make up over 20% of Cardiff's population. We strongly concur with the Leader's view that the Council has an opportunity to show leadership on the matter of a representative workforce and aspire to its own workforce truly representing the City's demographics. Members consider there is currently poor representation from the BAME community at both operational and senior management levels for such a cosmopolitan city as Cardiff. Whilst we agree that this is a challenge that cannot be solved quickly we look forward to the recommendations of the Employment work stream in terms of the systems and support required to remove barriers that may prevent career progression for Cardiff Councils' BAME staff members.

Gender balance

The Committee highlighted the low numbers of women in employment of Pakistani and Bangladeshi ethnicity, particularly compared to men of the same ethnicity and we will continue to monitor this. We urge the Taskforce to examine the reasons for such a disparity through its Employment work stream.

Translating educational success into employment opportunities

Members urge that the work streams for Education and Employment collect data on the educational performance of children from ethnic minority groups and how such performance translates into the workplace. We consider there is important analysis to

undertake as to what additional skills employers are looking for that present barriers to the progress of ethnic minority groups in the workplace. Similarly we urge that you examine the importance of networks that could assist ethnic minority groups to seize opportunities.

We consider there is an opportunity to ensure that the work of the Taskforce connects with other key Council projects to ensure BAME youngsters are engaging positively, particularly with the Corporate Apprentices Scheme and the Cardiff Commitment.

Finally, on behalf of the Committee, I wish you well as you take forward the work of the Taskforce and its work streams in difficult times and look forward to welcoming you to the Committee again in the future as your work gathers pace.

Yours sincerely,

A handwritten signature in black ink that reads "David Walker". The signature is written in a cursive, flowing style.

COUNCILLOR DAVID WALKER
CHAIR, POLICY REVIEW AND PERFORMANCE SCRUTINY COMMITTEE

cc Members of the Policy Review & Performance Scrutiny Committee;
Councillor Huw Thomas, Leader, Cardiff Council;
Gareth Newell, Head of Performance and Partnerships;
Sian Sanders Operational Manager, Cohesion and Community Engagement;
Charlotte Amoss, Policy Officer;
Andrea Redmond, Committees Support Officer.