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**Race Equality Taskforce**

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**Purpose of the Report**

1. To provide the Committee with a report capturing the work and progress of the Race Equality Taskforce over the previous 18 months addressing racial inequality and racial injustice in Cardiff.

**Structure of the Papers**

2. Attached to this Scrutiny cover report for Members preparation are:
  - Appendix 1** – Report of Cardiff Race Equality Taskforce
  - Appendix 2** – Correspondence between the Committee and the Chair of the Taskforce following scrutiny in January 2021

**Background & Context**

3. Members will recall that over the summer of 2020 tragic events brought to the fore the historic and current challenges that Black, Asian and Minority Ethnic (BAME) communities face in achieving racial equality. In response the Leader of the Council committed to establishing a taskforce that would work to advance racial equality in Cardiff.

4. In July 2020 the Covid-19 Scrutiny Panel undertook pre-decision time critical scrutiny of the Leader's proposal to establish a Race Equality Taskforce for Cardiff. Following the scrutiny, commenting on governance of the Taskforce going forward, the Panel wrote to the Leader recommending that the Policy Review and Performance Scrutiny Committee be afforded an insight into the Taskforce's work.
5. In his response the Leader welcomed the future insight of the Policy Review and Performance Scrutiny Committee and subsequently updated the Committee on the work of the Race Equality Taskforce on 20 January 2021.
6. The correspondence that followed that scrutiny is attached at **Appendix 2**. Key areas of focus were: the quality and coverage of taskforce membership; acknowledgement of the 5 workstreams of the taskforce; the opportunity that creating the taskforce presented the Council to show leadership on the matter of a representative workforce; the gender disparity of women in employment of Pakistani and Bangladeshi ethnicity; and translating educational success into employment opportunities for ethnic minority groups.

## **Overview of the Report**

7. The Report attached at **Appendix 1** is the culmination of the work of Cardiff's Race Equality Taskforce since July 2020. The Taskforce objectives were to:
  - 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 workstreams, identified in consultation with the city's ethnic minority residents;

- Report progress on race equality and the general impact of inequality and discrimination on the ethnic minority communities of Cardiff.
8. The report identifies ***practical opportunities*** for change to improve race equality in the city, finding new ways to deploy local levers to improve outcomes for Ethnic Minority residents.
  9. Following a selective process, 14 Members were appointed from diverse professional backgrounds, varied minority ethnicities, ages, genders and walks of life to achieve a broad representation of experiences and expertise. A list of appointees can be found on page 8 of the report.
  10. The Taskforce met quarterly to advance its work, creating 5 sub-group work streams whose membership included representation from Taskforce members with particular expertise in the relevant field, Council officers and other stakeholders from across the public, private and voluntary sector as appropriate for each theme.
  11. To ensure its work was informed and shaped by local ethnic minority residents, the development of the Race Equality Taskforce's programme of proposals was highly participative process.
  12. Three priority themed sub-groups were led by Cardiff Council.
    - a. Employment and Representative Workforce:
    - b. Education and Young People
    - c. Citizen's Voiceand two further thematic sub-groups were led by:
    - d. Health
    - e. Criminal Justice
  13. Each sub-group was tasked with coordinating strategic evidence, practice, and policy reviews in order to produce a proposal of short, medium, and long-term recommendations for consideration by the Taskforce, producing comprehensive proposals for change to the Race Equality Taskforce which, if adopted, were progressed to the relevant decision-making board as recommendations.

14. For each theme there is a dedicated chapter in the report, providing a summary of evidence regarding ethnicity, outlining the Race Equality Taskforce's general reflections for future local work within the thematic area and specific itemised recommendations developed by the Taskforce to support future action-planning and delivery.

15. **For ease of reference** *Members are referred to*

**Theme 1:** Employment & Representative Workforce – page 22

**Theme 2:** Education and Young People – page 40

**Theme 3:** Citizens Voice - page 50

**Theme 4:** Health - page 62

**Theme 5:** Criminal Justice - page 70

## **Way Forward**

16. Members will receive a presentation on the work and findings of the taskforce over the past 18 months since its inception. In attendance to answer Members questions will be the Chair of the Taskforce, Councillor Saeed Ebrahim, Cabinet Member for Housing & Communities, Councillor Lynda Thorne on behalf of the Leader, Head of Performance and Partnerships, Gareth Newell, Operational Manager with responsibility for Cohesion and Community Engagement, Sian Sanders, and Senior Policy Officer, Charlotte Amoss.

## **Legal Implications**

17. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers of behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

## **Financial Implications**

18. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without modifications. Any report with recommendations for decision that goes to Cabinet/ Council will set out any financial implications arising from those recommendations.

## **RECOMMENDATION**

The Committee is recommended to:

- I. consider the Report of the Race Equality Taskforce; and
- II. relay any concerns, observations, and recommendations to the Chair of the Taskforce and to the Leader of Cardiff Council.

**DAVINA FIORE**

**Director of Governance & Legal Services**

**4 March 2022**