

## Race Equality Taskforce: Response

### Purpose of the Report

1. To provide the Committee with an opportunity to consider the Council's response (**Appendix 1**) to the recommendations of Cardiff's Race Equality Taskforce (RET) published in March 2022.

### Structure of the Papers

2. Attached to this Scrutiny cover report to assist Members preparation are:
  - Appendix A** – Cabinet Report Titled Cardiff Race Equality Taskforce: Response
  - Appendix 1:** Council Response to the Race Equality Taskforce Recommendations.
  - Appendix 2:** Final Report of the Race Equality Taskforce
  - Appendix 3:** Race Equality Taskforce Terms of Reference
  - Appendix 4a:** Policy Review and Performance Scrutiny Committee Letter and Recommendations
  - Appendix 4b:** Cabinet Response to the Policy Review and Performance Scrutiny Committee Letter and Recommendations

### 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 established a Taskforce whose Terms of Reference were to advance racial equality in Cardiff (**Appendix 3**).

4. The final report of the RET Taskforce was published in March 2022 (**Appendix 2**), following scrutiny by this committee (**Appendices 4a&b**). The report before scrutiny today sets out the progress made and proposed actions of the new Cabinet since the original Report was published, outlining the Council's response to each Taskforce recommendation (**Appendix 1**).
5. The Cabinet report states that the 2021 Census revealed that 21.2% of Cardiff's resident population are from Ethnic Minority Groups. This increases to 36.8% of Cardiff's total school population aged 5 or over<sup>1</sup>. Notably data sources make clear that the life-chances for Ethnic Minority people in Cardiff differs significantly from those of White people.
6. Membership of the Taskforce was selected following a public appointment process, openly advertised by the Council. Fourteen individuals with insight and interest in race, ethnicity, and human rights and with the ability, experience, opportunity and influence to make changes in their sector, industry and institutions or organisations secured a broad representation of experiences and expertise.
7. The Race Equality Taskforce first convened in December 2020, publishing its findings in March 2022 in the Report attached at **Appendix 2**. The Taskforce focussed on
  - Membership and workforce representation of the diverse city the Council serves;
  - The experiences of Ethnic Minority children and young people in education;
  - Supporting Ethnic Minority communities to access employment opportunities;
  - Diversity in the public realm, to address Wales's connections with the slave trade;
  - Supporting Ethnic Minority communities through voter registration and participation in the Census 2021.

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<sup>1</sup> Source - Pupil Level Annual School Census for 2021/22

7. 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.
8. Three priority themed sub-groups were led by Cardiff Council.
- a. Employment and Representative Workforce:
  - b. Education and Young People
  - c. Citizen's Voice
- and two further thematic sub-groups:*
- d. Health
  - e. Criminal Justice
- were delivered in collaboration with Cardiff & Vale University Health Board and Cardiff Community Safety Partnership respectively.

### **Overview of the Council's Response to the RET Recommendations**

9. The Council's proposed response to each of the 33 Taskforce recommendations is set out by theme in **Appendix 1**.

<b>Theme</b>	<b>Recommendation Reference</b>	<b>Page</b>
Employment and Representative Workforce	1.1 - 1.8	2
Education and Young People	2.1 - 2.6	16
Citizen's Voice	3.1 - 3.6	27
Health	4.1 - 4.3	35
Criminal Justice	5.1 - 5.8	40

For each numbered Recommendation the document clearly sets out:

- Recommendation: *The Taskforce Recommendation*
- Response Status: *Whether the Recommendation is Accepted, Partially Accepted, Not Accepted*
- Progress to Date

- Commitment/s: *Details of the actions the Council will progress*
- Lead Officer: *A named Lead Officer with responsibility for delivery*
- Timeline: *Key Milestone for delivery*

**Previous Scrutiny, governance and monitoring.**

10. This Committee has monitored the progress of the Race Equality Taskforce since July 2020 when the Covid-19 Scrutiny Panel undertook pre-decision scrutiny of the Leader's proposal to establish a Taskforce for Cardiff. The Panel wrote to the Leader requesting clarity on governance of the Taskforce, 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 in January 2021.

11. In correspondence that followed Members highlighted the opportunity that creating the Taskforce presented for 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.

12. When, in March 2022, the final Report was shared with the Committee, Members welcomed the Report as a foundational blueprint that was a starting point in shaping Council and partners aspirations (**Appendix 4a**). Three recommendations focussed on:

- Governance arrangements for oversight, accountability and monitoring progress.
- The Council leading in the pursuit of ethnic minority role models, ambassadors and mentors.
- Using the Report as a firm basis for developing action plans.

13. Relevant to the above 3 recommendations of this committee Members will note that the Cabinet report confirms:

- Each recommendation has a proposed action, delivery milestones, performance measures where appropriate and a responsible lead officer.

- These actions, milestones, and performance measures will be embedded within either the Council's Corporate Plan or Directorate Delivery Plans,
- The Council's self-assessment process is to be enhanced to include a focus on Equality, Diversity, and Inclusion.
  - Progress against commitments in the Criminal Justice thematic area will be reported to the city's Community Safety Leadership Board, and to the Cardiff Public Services Board.
  - Progress against commitments in the Health thematic area will be reported to the Cardiff and Vale University Health Board Executive.
  - Overall oversight of the 5 thematic areas will be undertaken by the Cardiff Public Services Board, with scrutiny provided by Policy Review and Performance Committee.
  - In 2023 the Taskforce will be reconvened to provide an assessment of progress against the recommendations.

### **Way Forward**

14. Members will receive a presentation on the response of the Cabinet to the Report of Taskforce. In attendance to answer Members questions will be the Leader, Councillor Huw Thomas, Corporate Director, People & Communities, Sarah McGill, Head of Performance and Partnerships, Gareth Newell, Head of Community Safety & Cohesion, Sian Sanders, and Senior Policy Officer, Charlotte Amoss.

### **Legal Implications**

15. 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**

16. 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 Council's response to the recommendations of Cardiff's Race Equality Taskforce; and
- II. relay any concerns, observations, and recommendations to the Leader of Cardiff Council.

**DAVINA FIORE**

**Director of Governance & Legal Services**

**8 December 2022**