

***BY SUBMITTING THIS REPORT TO THE CABINET OFFICE, I, SARAH MCGILL, CORPORATE DIRECTOR PEOPLE & COMMUNITIES, AM CONFIRMING THAT THE RELEVANT CABINET MEMBER(S) ARE BRIEFED ON THIS REPORT***

**CARDIFF COUNCIL  
CYNGOR CAERDYDD**

**CABINET MEETING: 15<sup>th</sup> DECEMBER 2022**

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**REPORT TITLE:**

**CARDIFF RACE EQUALITY TASKFORCE: RESPONSE**

**LEADER (COUNCILLOR HUW THOMAS)**

**AGENDA ITEM:**

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**Reason for this Report**

1. To inform Cabinet of the work undertaken to date by the Council following the publication of the Cardiff Race Equality Taskforce report in March 2022.
2. To agree the Council's response (Appendix 1) to the Race Equality Taskforce recommendations, which aim to advance race equality and challenge racial injustice in Cardiff.

**Background**

3. In July 2020, in response to the Black Lives Matter movement, Cabinet agreed to establish a Race Equality Taskforce to work with the Council and public sector partners to identify practical opportunities for change that would improve race equality in Cardiff and find new ways to improve outcomes for Ethnic Minority residents.
4. The Taskforce published its final report in March 2022 (Appendix 2). The report was informed by extensive engagement with local Ethnic Minority communities, public service partners, and the city's major employers and drew on a comprehensive body of data and evidence to inform its recommendations.

5. The Stronger, Fairer, Greener policy statement agreed by Cabinet in July 2022 committed the Council to *'respond to and implement in full the recommendations of the Race Equality Taskforce.'* This report sets out the progress made since the Report was published and outlines the Council's response to each Taskforce recommendation.

## Issues

### Diversity and Inequality in Cardiff

6. Cardiff is a diverse city, with Ethnic Minority groups accounting for a greater percentage of the population than anywhere else in Wales. The Census 2021 tells us that 21.2% of the total population of Cardiff's residents were from Ethnic Minority groups. In comparison, 6.2% of the total population in Wales are from Ethnic Minority Groups. Data from the Pupil Level Annual School Census for 2021/22, it is estimated that 9,231 pupils aged 5 or over are from Minority Ethnic groups: which is 36.8% of the total school population, compared with 13.3% for Wales as a whole.
7. Available data sources make clear that the lived experience and life-chances for Ethnic Minority people in Cardiff differs significantly from those of White people. 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 Ethnic Minority groups and the necessity of a nuanced approach if we are to progress race equality.

### Responding to the Black Lives Matter Movement and Establishing the Race Equality Taskforce

9. The tragic death of George Floyd in the USA saw protests taking place across the world, including in Cardiff, as part of the Black Lives Matter movement. This led to a reflection on how the history of Black communities in the UK are treated and on the ongoing challenges that Ethnic Minority people continue to face in today's society.
10. Cabinet therefore agreed to establish a Race Equality Taskforce to identify meaningful and evidence-led actions and recommendations to address racial discrimination and promote race equality in Cardiff. In July 2020, Cabinet agreed that the Race Equality Taskforce would:
  - 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 Ethnic Minority residents;
  - Report on progress on race equality and the general impact of inequality and discrimination on the Ethnic Minority communities of Cardiff.
11. Cabinet also agreed the initial areas of focus for the Taskforce's consideration, which included:
- 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 Ethnic Minority children and young people in education, in alignment with the Welsh Government's recently announced working group focusing on this area;
  - Supporting Ethnic Minority 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 Ethnic Minority communities through voter registration and participation in the Census 2021.
12. In preparation for the work of the Race Equality Taskforce, a public consultation was launched to seek the views of Cardiff residents, particularly those from Black and Minority Ethnic backgrounds, on the Taskforce's strategic priorities. The Council wanted to understand what residents considered to be the biggest issues, and the greatest opportunities, for Black and Minority Ethnic residents. A bilingual, online survey was developed, and promoted on the Council's social media channels, through partner organisations, and sent to the Council's Citizen's Panel. It was live between 11<sup>th</sup> August and 10<sup>th</sup> October 2020. After data cleansing and validation, to remove blank and duplicated responses, a total of 869 responses were included in the analysis. The results of the survey are included as an Appendix to the Final Report of the Taskforce.

Taskforce Composition: Chair and Membership

13. The Leader of the Council invited the Ward Councillor for Butetown, Cllr Saeed Ebrahim, to Chair the Race Equality Taskforce. The Chair oversaw the activities of the work-streams and strategic activities associated with tackling discrimination and disadvantage faced by Ethnic Minority people in Cardiff, along with charring Taskforce meetings, and promoting the work of the Taskforce.
14. The Taskforce included the Chair and 14 members. The membership was made up of 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. Membership of the Taskforce was selected following a public appointment process that was openly advertised by the Council. The terms of reference of the Taskforce are included as Appendix 3.

#### Taskforce Priorities for Action and work programme

15. The inaugural convening of the Race Equality Taskforce took place on 1st December 2020 and the appointed Chair and membership confirmed their priority areas of work. The selection of these priorities was informed by comprehensive analysis of the available ethnic inequality data and the views of city residents, as captured by the Taskforce's consultation. The Taskforce confirmed the following three priority themes to be led and developed by Cardiff Council. Whilst Cardiff Council hold an important convening role across these themes of work, the Taskforce recognised that they also required broad partnership focus that reached beyond the Council itself and into other parts of the public, private and voluntary sector. As such, the sub-groups developing the work programme were multi-agency and benefited from broader expertise from the city and beyond:
  - A) Employment and Representative Workforce:
  - B) Education and Young People
  - C) Citizen's Voice
16. Responding to residents' views within the consultation that further areas of Taskforce focus should include Health and Criminal Justice, the Taskforce sought further collaboration with the Cardiff & Vale University Health Board, South Wales Police and Cardiff Community Safety Partnership to create and progress a programme of work against these two additional themes. These public sector bodies and partnerships offered their support to the objectives of the Taskforce Programme and two further thematic sub-groups were created:
  - D) Health
  - E) Criminal Justice

#### **Recommendations of the Cardiff Race Equality Taskforce**

17. The Final Report of the Taskforce, received by Cabinet in March 2022, made 28 recommendations across the 5 thematic areas. The recommendations of

the Taskforce were considered by the Policy Review and Performance (PRAP) Scrutiny Committee on 8 March 2022. The Committee supported the recommendations of the Taskforce and made further suggestions for improvement, which were endorsed by the Chair of the Taskforce. The recommendations of PRAP scrutiny committee are attached as (Appendix 4a), all of which were either accepted or partially accepted by the Cabinet (Appendix 4b).

## **Responding to the Recommendations of the Cardiff Race Equality Taskforce**

18. Delivering the recommendations of Cardiff's Race Equality Taskforce will require long-term, sustained action. There have already been significant milestones achieved in implementing the recommendations of the Taskforce over the course of the 18-month programme. An interim update report setting out progress to date was published when Cabinet received the Race Equality Taskforce's Report in March 2022.
19. Following the publication of the Taskforce's Report in March 2022, the Council undertook a programme of work to identify actions that would respond, in full, to each of the recommendations. This involved an assessment of achievability and identifying appropriate delivery arrangements.
20. The Council's proposed response to each of Taskforce recommendations is out in Appendix 4 and includes the following details:
  - Recommendation: *The Taskforce Recommendations*
  - Status: *Whether the Recommendation is Accepted, Partially Accepted, Not Accepted*
  - Commitment/s: *Details of the actions the Council will progress*
  - Lead Officer: *A named Lead Officer with responsibility for delivery*
  - Key Milestones: *Timelines for delivery*
21. Each recommendation relating directly to the Cabinet has been accepted in full and is supported by clear implementation arrangements. The recommendations which require a wider partnership response have been identified and were considered by the Cardiff Public Services Board on 30 November 2022.

## **Governance and Monitoring Procedures**

22. As set out in paragraph 20, in response to each recommendation a proposed action has been identified, along with 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, as considered most appropriate. Any Race Equality Taskforce's recommendations agreed by Cabinet will therefore be incorporated into the Council's policy framework to ensure accountability for their delivery. It is also proposed that the Council's self-assessment process, a core part of its new Planning and Performance

Framework, be enhanced to include a focus on Equality, Diversity, and Inclusion.

23. 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.
24. In addition, the Leader of the Council has invited the Chair to reconvene the Taskforce in 2023 to provide an assessment of progress against the recommendations.

### **Reason for Recommendations**

25. To allow Cabinet to agree its response to the recommendations of the Cardiff Race Equality Taskforce and embed agreed actions in the Planning and Delivery Framework.

### **Financial Implications**

1. By embedding the recommendations into the council's activities, any financial implications of actions highlighted in the report are assumed to be included and managed within the existing budget framework.

### **Legal Implications (including Equality Impact Assessment where appropriate)**

2. There are no legal implications arising from this report.

### **HR Implications**

3. The Trade Unions within Cardiff Council have been consulted on the recommendations of the Race Equality Taskforce and the commitments made by the Council. There are a number of actions which will provide support for staff employed by the Council and broaden staff's awareness and education in the areas covered by the taskforce

### **Property Implications**

4. There are no property implications arising from this report.

## **RECOMMENDATIONS**

Cabinet is recommended to

- Agree the Council's response to the recommendations of the Race Equality Taskforce as set out in Appendix 4

<b>SENIOR RESPONSIBLE OFFICER</b>	<b>SARAH McGILL</b> <b>Corporate Director People &amp; Communities</b>

*The following appendices are attached:*

- 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

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