

Date: 9 March 2022

Councillor Saeed Ebrahim,
Chair, Race Equality Taskforce,
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Dear Councillor Ebrahim,

PRAP Scrutiny Committee 8 March 2022: Race Equality Taskforce Report

Thank you for presenting the Report of the Race Equality Taskforce (RET) to the Policy Review and Performance Scrutiny Committee on 8 March 2022. As Chair, I wish to pass on the appreciation of all Members of the Committee to yourself, to the Cabinet Member for Housing & Communities, Councillor Lynda Thorne representing the Leader, and to officers Gareth Newell, Sian Sanders, and Charlotte Amoss for supporting effective engagement with scrutiny.

The Committee welcomes the Report of the RET, acknowledging that it is a foundational blueprint capturing the work of the taskforce over the past 18 months, and creates a starting point that shapes the Council and partners' aspirations for serving the one in five Cardiff residents with an ethnic minority background. Members have asked that I convey their comments and observations to inform discussion as you take the Report through Cabinet and Full Council. The 3 recommendations of the Committee following the scrutiny are also listed at the end of this letter.

Governance

The Committee found nothing to disagree with in the Report, we consider it sets out clearly the high level aims to improve lived experiences of ethnic minority residents. However, the governance arrangements for oversight of progress going forward are unclear in the Report. Specifically, we were unclear as to whether the Cabinet would be responding to the recommendations in the report. We note your response that the first point of accountability will be the Public Services Board and that this is an update report, and a more formal response will be expected in the summer.

We note your intention that monitoring any actions will be dealt with as a part of the corporate policy programme We suggest a key role for Scrutiny will be to monitor the

delivery of action plans that develop out of the recommendations within the Report, particularly those commitments made by the Council. We therefore note your offer to return with proposals as to how the governance and accountability arrangements may work in the summer of 2022 and we **recommend** that governance arrangements are outlined in more detail in the formal Report.

Action plans

We note your conviction that the recommendations set out in the report are achievable, however, given that the challenge requires a partnership approach and will need to be embedded in partners' plans, Members are keen to establish when action plans will emerge to deliver the recommendations, whether there will be KPI's that enable us to monitor progress and whether the Committee will be afforded the opportunity of scrutinising the plans. Again, we look forward to more clarity on this.

Role models

The Committee notes from data, presented on pages 26/27 of the Report, analysing the Council's workforce by grade and ethnicity, that most ethnic minority employees are in lower paid jobs. We recognise that the Report makes recommendations to address this issue, but we consider this data is a wakeup call and the Council has a role to play in ensuring PSB partners are on board. We wish to stress that there needs to be a shift across the city, with organisations asking why more senior roles are not held by ethnic minorities. The city needs ethnic minority role models, and we **recommend** that the Council leads the shift, starting by encouraging its Operational Managers of ethnic backgrounds to become ambassadors and mentors.

Reflecting the population of Cardiff

Members were encouraged that ethnic minority staff from the BAME community currently constitute 10.26% of the workforce at Cardiff Council, representing an increase from 9.87% in 2020. However, this is clearly still lower than the 15% of ethnic minorities that make up Cardiff's population. We note there is work to be done in raising the confidence of ethnic minorities to apply for Council jobs, that workshops have started at Council Hubs, and it is important to raise expectations from an early age. We urge a campaign that portrays the Council as a good employer for ethnic minorities and that the action plan for Theme 1 specifically addresses this imbalance in the Council.

The Committee was unanimous in commending this Report to the forthcoming new Administration of Cardiff Council. We consider it a valuable starting point for actively dealing with the challenge of equality for black and ethnic minority Cardiffians and, as such, we **recommend** that the new Administration takes forward its proposals as a firm basis for developing action plans.

Recommendation	Accepted, Partially Accepted or Not Accepted	Cabinet Response	Responsible Officer	Implementation Date
That you ensure the final Report, to be produced in summer 2022, includes detail as to the governance arrangements for oversight, accountability and monitoring of progress.				
That the Council leads in the pursuit of ethnic minority role models for the city, starting by encouraging its own Operational Managers of ethnic minority backgrounds to become ambassadors and mentors.				
That the new Administration of Cardiff Council takes forward the proposals of the Cardiff Race Equality Taskforce as a firm basis for developing action plans.				

Once again, on behalf of the Committee, I thank you for bringing the work of the Taskforce to the Committee, and I commend your achievements to date. I will also be commending the value of closely monitoring progress on your recommendations to my successor and I wish you well for the future.

Yours sincerely,



**COUNCILLOR DAVID WALKER
CHAIR, POLICY REVIEW AND PERFORMANCE SCRUTINY COMMITTEE**

cc Members of the Policy Review & Performance Scrutiny Committee.
Councillor Ramesh Patel, Chair, Environmental Scrutiny Committee.
Councillor Lynda Thorne, Cabinet Member Housing & Communities.
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.
Mr David Hugh Thomas, Chair, Governance & Audit Committee.
Chris Pyke, OM Governance & Audit.
Tim Gordon, Head of Communications & External Relations.
Jeremy Rhys, Assistant Head of Communications and External Affairs.
Debi Said, Cabinet Support Officer.
Joanne Watkins, Cabinet Office Manager.