
Establishment of a Racial Equality Taskforce

Purpose of the Report

1. To inform the Panel of the Cabinet's proposal to establish a Racial Equality Taskforce to address racial inequality and racial injustice in Cardiff.

Scope of the Scrutiny

2. The COVID-19 Scrutiny Panel was established by Full Council on 21 May 2020 to provide measured and proportionate scrutiny and to undertake pre-decision scrutiny of report. Cabinet. At its meeting on 16 July 2020, Cabinet will consider a report to establish a Racial Equality Taskforce to address racial inequality and racial injustice in the city.
3. To ensure all previous scrutiny informs the internal challenge, in advance of this meeting all Members of Scrutiny Committees have been consulted, their comments and enquiries collated and passed to Panel members to follow up, in line with the Panel's Terms of Reference.
4. Members will have the opportunity to test the recommendations to Cabinet and explore:
 - The objectives of the taskforce
 - Proposals for membership of the taskforce
 - The evidence that has led to these proposals
 - The governance arrangements proposed
 - Next Steps and Timelines.

Background

5. Over the summer of 2020 tragic events have brought to the fore the historic and current challenges that Black, Asian and Minority Ethnic (BAME) communities face in achieving racial equality.
6. In support of the Black Lives Matter movement, the Lord Mayor has requested that the Council remove a statue of Sir Thomas Picton from the Marble Hall at City Hall, resulting from growing awareness and understanding of his links with slavery. Full Council will debate this request in July 2020; however, the Leader of the Council has confirmed his personal commitment to establishing a taskforce that can work to advance racial equality in Cardiff.

Issues identified in the Cabinet Report

7. The Cabinet report, attached at **Appendix A**, summarises the diversity of Cardiff as a city and acknowledges that racial inequality continues to exist in Cardiff and the divergent experiences of different BAME groups. It proposes to work with the BAME communities, public service and third sector partners, employers, trades unions and children and young people to identify and put in place a programme of action that seeks to address racial inequality.
8. Evidence of the need to establish this taskforce has been found in statistics on diversity and inequality in Cardiff within the *Annual Population Survey (March 2020)* the *Pupil Level Annual School Census 2019/20* and the *Welsh Index of Multiple Deprivation*.
9. Additionally the proposal has referenced a number of recent studies, reviews and inquiries that can be accessed from links in the report at **point 15**.
10. The objectives of the taskforce (**point 16**) focus on ensuring the BAME community has a strong link with the Council and its partners and a guiding voice to ensure race equality is factored into all policy and strategy development work.

11. In August 2020 there will be *'a rapid and focused consultation ...to seek BAME residents' views on the priorities for the Taskforce...(to) inform the establishment of work-streams to coordinate strategic evidence, practice and policy reviews and produce recommendations for action'* (**point 18**).

11. Terms of Reference will be developed for the Racial Equality Taskforce, which will meet quarterly and report to Cabinet on its work streams, in addition to delivering an annual report to Full Council.

12. The taskforce will be chaired by Councillor Saeed Ebrahim and have up to 14 members selected following a public appointment process on the basis of experience in a variety of fields (**point 21**). Members will require insight and interest in race, ethnicity and human rights and the ability, experience, opportunity and influence to make changes in their sector, industry and institutions or organisations.

Proposed Recommendations to Cabinet

13. Cabinet is recommend to

- Approve the proposal to establish a new Racial Equality Taskforce with the objectives set out in paragraph 16 of the report.
- Agree the appointment of Cllr Saeed Ebrahim as Chair of the Racial Equality Taskforce.
- Delegate authority to the Head of Performance & Partnerships, in consultation with the Chair of the Race Equality Taskforce and Leader of the Council and with advice from the Director of Governance and Legal Services, to finalise detailed Terms of Reference for the Race Equality Taskforce, to be confirmed at the inaugural meeting of the Task Force.
- Delegate authority to the Head of Performance & Partnerships, in consultation with the Leader of the Council and Chair of the Race Equality Taskforce, to undertake a public appointment process for membership of the Racial Equality Taskforce.
- Delegate authority to the Head of Performance & Partnerships, in consultation with the Leader of the Council and Chair of the Race Equality Taskforce, to commence a public consultation exercise to inform the initial priorities for the Racial Equality Taskforce's work programme.

Way Forward

14. In attendance at the Panel meeting to present this report and answer Scrutiny Chairs' questions will be the Leader of the Council, Councillor Huw Thomas, Chief Executive, Paul Orders, Head of Performance and Partnerships, Gareth Newell, and Operational Manager with responsibility for Cohesion and Community Engagement, Sian Sanders.

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 proposal to establish a new Racial Equality Taskforce and arrangements for its membership; and
- II. relay any concerns, observations and recommendations to the Leader prior to this report being considered by Cabinet.

DAVINA FIORE

Director, Governance & Legal Services

10 July 2020