

EXECUTIVE BOARD

27TH JULY 2020

NOTICES OF MOTION REFERRED FROM COUNCIL (12TH February 2020 and 8TH JULY 2020) ADDRESSING RACISM IN CARMARTHENSHIRE

Recommendations / key decisions required:

1. To consider two Notices of Motion agreed by County Council by County Council on the 12th February 2020 (7.1) and the 8th July 2020 (7.1).
2. To approve the membership and terms of reference of the cross-party Task and Finish Advisory Panel.

Reasons:

Council at its meeting held on the 12th February 2020 and the 8th July 2020 referred a Notices of Motion in respect of addressing racism in Carmarthenshire to the Executive Board.

The Executive will need to formally consider these motions and if accepted agree to the establishment of a Task and Finish Advisory Panel. In order for the work of the Panel to commence as soon as possible this report includes arrangements for its membership and terms of reference.

Membership of the Advisory Panel is a matter for the Executive Board.

Relevant scrutiny committee to be consulted	NO
Exec. Board Decision Required	YES
Council Decision Required	NO

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER: Councillor Cefin Campbell –Executive Board Member for Communities and Rural Affairs (including Equalities).

Directorates Chief Executive
Linda Rees Jones

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EXECUTIVE SUMMARY EXECUTIVE BOARD 27TH JULY 2020

NOTICES OF MOTION REFERRED FROM COUNCIL (12TH February 2020 and 8TH JULY 2020) ADDRESSING RACISM IN CARMARTHENSHIRE

Council at its meeting held on the 12th February 2020 (Minute 7.1 refers) referred the following notice of motion to the Executive Board: -

That Carmarthenshire County Council –

- Believe that more needs to be done to improve diversity within our workforce
- Commit's to working with community groups to understand the barriers that exist for individuals BAME (Black Asian and Minority Ethnic)
- Call's on the Executive Board to create an Advisory Panel to consider what actions can be taken to increase diversity in the workplace

Council at its meeting held on the 8th July 2020 (Minute 7.1 refers) referred the following notice of motion to the Executive Board: -

Addressing Racism in Carmarthenshire

The harrowing death of George Floyd in the USA and the weeks of protest and debate that have followed has given us all an opportunity to reflect on the harsh reality of racism across the world. We pride ourselves on being a caring, open and inclusive County, but it has to be openly acknowledged that sadly elements of racism and intolerance remain within our society today. It is therefore incumbent on this Council to formally recognise these failings, reach out to the BAME community, formulate proactive educational programmes and undertake a re-evaluation of our historical monuments in the light of recent events. Therefore:

This Council

- Makes a clear and unequivocal statement that it abhors racism, prejudice and discrimination in all its forms – past and present.
- Supports the message of 'Black Lives Matter' and believes in the right of citizens to protest peacefully in a safe environment
- Recognises the importance of BAME communities in our county and commits to working with them we aim to educate, identify and eradicate racism in Carmarthenshire.

The council will:

- Listen to the voice of BAME communities in our county and will set up a Cross Party Task and Finish group to take evidence to ensure that their concerns, fears and proposals are fully heard and informs future policy, with the group completing the work within six months.
- Work with the Dyfed Powys Police and Crime Commissioner to deal with racism, prejudice and discrimination within the judicial system
- Continue to learn from historical events in a factually balanced approach
- Commit to working with our schools to include the themes of colonialism, exploitation, discrimination and racism in the new National Curriculum and in lifelong learning

- Welcome the First Minister's announcement to undertake a national review of public monuments, including the one to Thomas Picton in Carmarthen, as well as street names and report upon their appropriateness in 21st century Wales
- Embrace Black History Month (October) by holding public events to highlight the reality of the negative impact of racial inequality and celebrate the contribution made by BAME communities to our local and national life

Having considered both Notices of Motion, the Executive Board believes that they should be addressed in conjunction with each other. One of the proposals contained within the motion is for the Council to listen to the voice of BAME communities in our county and to set up a Cross Party Task and Finish Advisory Panel to take evidence to ensure that concerns, fears and proposals were fully heard and informed future policy, with the group completing the work within six months.

Membership of the Task and Finish Advisory Panel is a matter for the Executive Board and in order for the Advisory Panel to meet at the earliest opportunity the Board has requested that the proposed terms of reference and membership of that Panel are included when the motion is considered.

The Executive has indicated that it wishes the Task and Finish Advisory Panel to be established on a political balanced basis of 8 members which is to include the Executive Board Member for Equalities. The Executive Board member will also Chair the advisory panel.

Group Leaders have therefore been asked to nominate representatives to sit on the Panel and the following nominations have been received:

Plaid Cymru Group (4)

Councillor Cefin Campbell (Executive Board Member for Equalities)

Councillor Liam Bowen

Councillor Kim Broom

Councillor Emlyn Schiavone

Labour Group (2)

Councillor Fozia Akhtar

Councillor Andre McPherson

Independent Group (1)

Councillor Edward Thomas

New Independent Group (1)

Councillor Louvain Roberts

The draft proposed terms of reference of the Advisory Panel is attached as Appendix A to this report.

DETAILED REPORT ATTACHED?

YES – ADVISORY PANEL TERMS OF REFERENCE

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: Linda Rees Jones Head of Administration and Law

Policy, Crime & Disorder and Equalities YES	Legal NOT AT THIS STAGE	Finance YES	ICT NO	Risk Management Issues NOT AT THIS STAGE	Staffing Implications YES	Physical Assets NOT AT THIS STAGE
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Policy, Crime & Disorder and Equalities

Motions put before Council is an Executive function and formally referred to the Executive Board for debate and decision.

The Advisory Panel on completion of its review, will submit its findings and recommendations to the Executive Board for consideration and determination.

The role of the Advisory Panels is to assist the Executive Board in its prime role of policy formulation. Scrutiny Committees will be involved through non-executive membership of the panel.

Finance

Members of the advisory panel will be able to claim reimbursement of travel and costs of care when attending meetings of the Advisory Panel. It is expected that these costs will be minimal and will be met from existing budgeted resources

Any additional financial implications will be identified within the Advisory Panel report and considered by the Executive Board when the Panel's findings are placed before the Board for consideration.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Linda Rees Jones, Head of Administration & Law

- 1. **Scrutiny Committee** Not applicable
- 2. **Local Member(s)** Not applicable
- 3. **Community / Town Council** Not applicable
- 4. **Relevant Partners** Not applicable
- 5. **Staff Side Representatives and other Organisations** Not applicable

**EXECUTIVE BOARD PORTFOLIO
HOLDER(S) AWARE/CONSULED YES**

Cllr Campbell is supportive of the recommendations.

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Council Meeting 12 th February 2020 Link to agenda and minutes		http://democracy.carmarthenshire.gov.wales/ieListDocuments.aspx?CId=155&MId=3084&Ver=4
Council Meeting 8 th July 2020 Link to agenda and minutes		http://democracy.carmarthenshire.gov.wales/ieListDocuments.aspx?CId=155&MId=3238&Ver=4