

CABINET

3rd JULY 2023

Equality and Diversity Task & Finish Group (Black, Asian, and Minority Ethnic) Report

Purpose: A report to cabinet on the findings and recommendations of the Equality and Diversity Task & Finish Group (Black, Asian, and Minority Ethnic)

Recommendations / key decisions required: For Cabinet to consider the 20 recommendations contained within the report –

- 1) That the Local Authority ensures its public image of CCC lends itself to being a diverse and inclusive organisation
- 2) To work with relevant groups to promote the council as an employer within the Black, Asian, and Minority Ethnic community.
- 3) To look at ways of encouraging employees to complete workforce equality data and work to continuously improve the quality of information gathered.
- 4) To consider the development of a confidential exit interview process feeding directly into People Management.
- 5) Develop focused training for Members on areas relating specifically to equality, diversity, and equity, to be included within Code of Conduct training.
- 6) Work with the Public Services Board including Dyfed Powys Police (DPP) to drive community engagement and good practice in relation to recruitment from Black, Asian, and Minority Ethnic communities.
- 7) To work with relevant external groups, to improve representation and signposting for Black, Asian, and Minority Ethnic communities on the Council's website.
- 8) Commit to working with DPP as per recommendation 6
- 9) To work with DPP on anti-racism programmes and initiatives. E.g School Beat.
- 10) Council to agree that Multi-cultural History, Identity and Heritage needs to be embedded in the curriculum in all schools across Carmarthenshire and ensure as far as possible that all schools have a consistent approach.
- 11) to consider the provision of a toolkit for use across Carmarthenshire to promote Multi-cultural History, Identity and Heritage.
- 12) Schools are encouraged and supported in their endeavours to include relevant cultural events in the school calendar.
- 13) Ensure that there is a consistent approach across all schools within the Local Authority in relation to the criteria and recording of incidents of prejudice related bullying and ensure that the reporting of each school is reviewed on an annual basis.
- 14) To ensure that all teachers are trained to deal with racist behaviour/bullying in education settings and provide a designated lead person.
- 15) Commit to taking steps towards increasing Black, Asian, and Minority Ethnic representation across the workforce
- 16) Consider the benefits of working towards adopting the Race Alliance Wales manifesto across the Local Authority.
- 17) To look at the Welsh Government Race Equality Action Plan (due for publication Autumn 2021) and the recommendations within.
- 18) In recognising the need for a Multi-Cultural Hub in the county the Task & Finish Group recognise and recommend that a feasibility study is undertaken to establish the need and cost, and to explore possible venues that could be utilised for that purpose.
- 19) That the Local Authority employ a person to coordinate and support the implementation of Equality, Diversity, Multi-cultural History, Identity and Heritage across the county in line with other Local Authorities.
- 20) That the LA provide funding and through its arts and leisure programmes works with Coleg Sir Gar and UWTSO to promote multi-cultural events.

**EXECUTIVE SUMMARY
CABINET
3rd JULY 2023**

**Equality and Diversity (Black, Asian, and Minority Ethnic)
Task & Finish Group Report**

At its meeting on the 27th of July 2020 (minute 8 refers), the Cabinet considered a report setting out its proposals following Council's endorsement of the two Notices of Motion on racism in Carmarthenshire on the 12th of February 2020 (7.1) and the 8th of July 2020 (7.1). As a result, the Equality and Diversity Task & Finish Group (Black, Asian, and Minority Ethnic) was established. The group met during 2020/21 with an interim report published in December 2020.

This report outlines the findings of Black, Asian, and Minority Ethnic Task & Finish Group which were gathered over a period of a year between 2020 and 2021. The report was initially due to be presented to the Cabinet at the beginning of 2022 but faced a delay which led to the report being submitted in February/March 2023. The report reflects the situation and the information available to the group between July 2020 and 2021. The recommendations within the report were agreed by the group at their final meeting in July 2021, however the final report has not been approved by members of the group.

The death of George Floyd in May 2020 drew the world's attention to racial inequality; subsequent marches, protests, and campaigning marked a global response and brought racism to the forefront of many agendas. Since May 2020 the pace of change in terms of this Agenda has sped up significantly. Welsh Government have undertaken work on a national level on racial inequality, and in June 2022 published their Vision for an Anti-Racist Wales and how it set out to achieve this through a Race Equality Action Plan. Also, in October 2021 Wales became the first UK nation to make teaching of Black, Asian, and Minority Ethnic histories and experiences mandatory in the school curriculum. In presenting the report it is clear that national initiatives have overtaken the ambition of the group, however some recommendations are specific to Carmarthenshire County Council.

DETAILED REPORT ATTACHED?

YES

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: **Noelwyn Daniels**

Head of ICT & Corporate Policy

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	NONE	YES	NONE	NONE	YES	NONE

Policy, Crime & Disorder and Equalities

The recommendations within this report will support our work in terms of the Equalities Act 2010, Carmarthenshire Strategic Equality Plan 2020-24, Corporate Strategy, and the Welsh Government Anti-Racist Wales Action Plan.

Finance

Officers to investigate the financial implications and funding for recommendations 18 and 19 before they are taken any further.

Staffing Implications

Recommendation 5.5 calls for the recruitment of a person to coordinate and support the implementation of Equality, Diversity, Multi-cultural History, Identity and Heritage across the county in line with other Local Authorities. There is a possibility of employing someone following the review of comparative work in other LAs.

CONSULTATIONS

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

Signed: **Noelwyn Daniels**

Head of ICT & Corporate Policy

1. Scrutiny Committee request for pre-determination

N/A

2. Local Member(s) N/A

3. Community / Town Council N/A

4. Relevant Partners N/A

5. Staff Side Representatives and other Organisations N/A

CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED		Yes
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
Minutes of the Cabinet Meeting held 27 th July 2020		https://democracy.carmarthenshire.gov.wales/ieListDocuments.aspx?CId=131&MId=3899&Ver=4