

Cardiff Race Equality Taskforce



Contents



Context:

- About the Race Equality Taskforce
- Key ethnicity facts and figures for Cardiff
- Race Equality Taskforce: Membership, priorities and governance

Report of the Race Equality Taskforce:

- Summary overview of recommendations across the five workstreams

What next?

- Progression of recommendations

Q&A



About the Race Equality Taskforce

- Responding to the global Black Lives Matter movement at a local level
- Appointment of community members during summer 2020 through a public appointment process.
- Identified priorities through a consultation with Cardiff residents
- Creating a programme of change to drive equality in employment, citizen's voice, services for young people, health and criminal justice.



Cardiff's Population



- It is estimated that, for the year ending 31 March 2020, **20.7%** of the total population of Cardiff are from ethnic minority groups. (*Annual Population Survey 2020*)
- It is estimated that **36%** of Cardiff's child population are from an ethnic minority group. (*Pupil Level Annual School Census 2020-2021*)



Overall Deprivation by Ethnic Group in Cardiff



Race Equality Taskforce: Membership



- Chaired by Cllr Saeed Ebrahim
- Public appointment of 14 members against a set criteria
- Membership includes the chair of the Council's Black, Asian and Minority Ethnic Staff Network, Deputy Police and Crime Commissioner, senior representation from health, representation from the private and voluntary sector to achieve a cross-sector membership



Race Equality Taskforce: Priorities



Council-led priorities produced through public consultation in Summer 2020:

1. Employment and Representative Workforce
2. Education and Young People
3. Citizen's Voice

Two additional priorities requested by Taskforce and approved by UHB & SWP:

4. Health
5. Criminal Justice



Race Equality Taskforce: Priorities



Sub-group development

Taskforce members engage with local experts and community members to:

- Review existing data and service information
- Develop new ideas with the support of local public sector staff



New ideas: Race Equality Taskforce

Every quarter, the Race Equality Taskforce met to discuss the proposals of the five sub-groups.

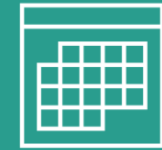
Those which it endorsed were communicated to Cardiff Council's Cabinet and other decision-making boards in the city.



Implementation

Where possible, the recommendations of the Taskforce have been actioned and progressed during the course of the Taskforce Programme.

This has provided the Taskforce with the opportunity to monitor and advise on local delivery.



Future commitments

Many of the recommendations made in the report require longer-term action.

Some recommendations will require significant programmes of work which will take time to mobilise and then implement.

These areas are noted throughout the report and will require future commitments from local partners.



Governance: Council-led actions



Proposed actions developed by 3 thematic sub-groups between Taskforce's quarterly meetings

Chair of sub-group presents proposals to Taskforce who approve them as recommendations

Chair of Taskforce writes to Leader advising of Taskforce's work by quarter

Report of the Taskforce to Cabinet and Full Council in March 2022

Short/Medium term actions progressed and implemented by May 2022

Long term actions (May 2022 onwards) carry over as recommendations for future administration



Governance- Health/Criminal Justice



Proposed actions developed by thematic sub-groups between Taskforce's quarterly meetings

Chair of sub-group presents proposals to Taskforce who approve them as recommendations

- Health actions report to UHB internal Strategy and Partnerships Board
- Criminal Justice recommendations received by Community Safety Partnership Leadership Board

Work documented in Report to Cabinet and Full Council in March 2022



Proposals: Employment and Representative Workforce



Proposal

Develop a city-wide network for employers to encourage good practice and collaboration on employment action to improve ethnic minority representation and progression in the local labour market

Improve access to and visibility of Cardiff Works for ethnic minority groups

Increase participation of ethnic minority groups in the Into Work Advice Service

Become a signatory to the Cardiff Community Jobs Compact

Support career progression routes for ethnic minority employees at Cardiff Council

Cardiff Council should explore employer-led ESOL (English for Speakers of other languages) for Council Staff where their language skills are a barrier to progression

Support an inclusive and engaged workforce where all staff contribute to race equality action through additional awareness events and programming internally

Maximise the social value of major projects, such as the arena and Bay development, by ensuring these provide routes to quality employment for ethnic minority residents, who are underrepresented in the local workforce

Proposals: Education & Young People



Proposal

Strengthen the local approach to bullying and prejudice-related incidents at school

Extend the work of Schools of Sanctuary to a broader network of schools and support the participation of refugee and asylum seeking communities

'Promote Equality' Anti-Racism Training Pilot in Cardiff Schools

Support the diversification of the teaching workforce through a teaching assistant 'Step into Teaching' Programme

Increase representation of ethnic minority residents in school leadership through a School Governors entry programme

Increase visibility of Black and Ethnic Minority role models and public education on Black History through events programming

Proposals: Citizens' Voice



Proposal

Improve data collection and analysis on civic participation

Complete benchmarking against the Race Alliance Wales manifesto for action on Race Equality in Wales

Scope opportunities to increase youth participation and engagement with civic processes and develop mechanisms to support ethnic minority youth representation in politics and decision-making

Cardiff Council's elected members should support the Welsh Local Government Association's Diverse Council Declaration, to support diversity in democracy and representation of ethnic minority groups in the capital city

Improve representation from Cardiff's ethnic minority communities in key decision-making panels

Broaden participation and accessibility in city planning and ensure there are appropriate platforms for engagement and community voice in the design of the city

Proposals: Health



Proposal

Improve ethnicity recording within the healthcare system, for both patients and staff

Complete further investigation into the experiences of ethnic minority staff and patients and review the complaints and resolution procedure

Improve engagement and communication with Black and Ethnic Minority communities around health and health improvement



Proposals: Criminal Justice



Proposal

Commit to test approaches & collaborate on data exploration at both a local and national level- Following the Criminal Justice in Wales approach (formerly All Wales Criminal Justice Board)

Cardiff's local criminal justice partnership should develop and invest in tailored or alternative approaches to diversion for ethnic minority groups

Cardiff to invest in and develop a new Cultural Competency training approach

Sustain and develop current efforts to increase workforce representation within the Criminal Justice System. Develop a wider approach to addressing representation across the sector, in partnership with the Public Service Board

Cardiff Partnership to take part in the Department for Work & Pensions' Kickstart Scheme as another means to address workforce representation

Develop improved mental health service pathways and integrated training and support for Police Officers as first responders

Develop new mechanisms to strengthen community engagement and voice in the work of the Community Safety Partnership

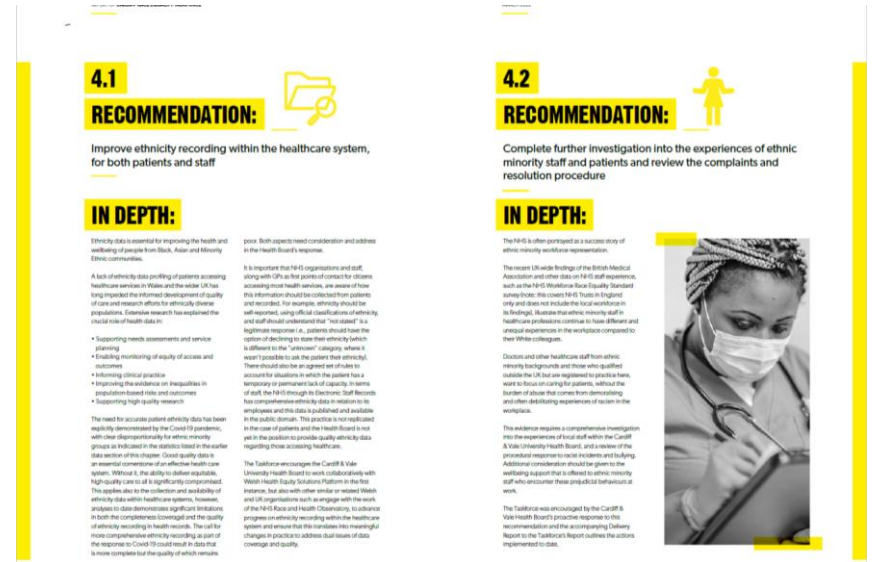
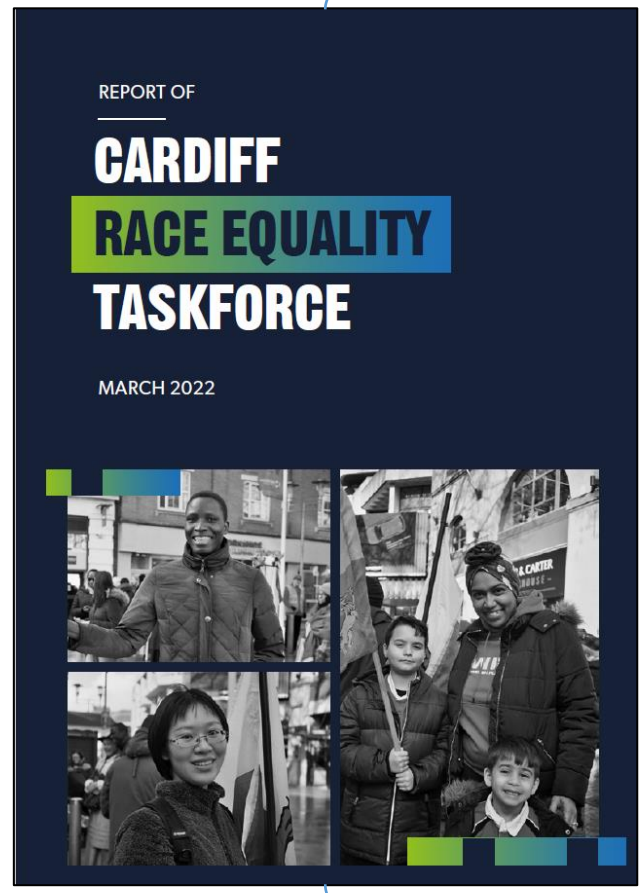
Support capacity-building with ethnic-minority led voluntary sector groups to strengthen collaboration and delivery within criminal-justice related voluntary sector services

Report of the Race Equality Taskforce



Report of the Taskforce

- Statement from Taskforce Chair
- Introduction
- About the Taskforce
- Data and insights on race equality in Cardiff
- Thematic Chapters: Data and detail on Taskforce proposals



What next?



- Response report documents work completed to date and proposed next steps for all recommendations
- Integration of recommendations into policy framework: directorate delivery plans
- Opportunity for a future audit against progress by the Taskforce for accountability





Thank You

