

Subject:	Anti-racism pledge update		
Date of Meeting:	16th June 2022		
Report of:	Executive Director Housing, Neighbourhoods, Communities		
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Ward(s) affected:	All		

FOR GENERAL RELEASE

1. PURPOSE OF REPORT AND POLICY CONTEXT

- 1.1 The initial report on actions being taken by the council towards becoming an anti-racist council was presented at TECC committee on 29th July 2020 and an update was presented on 19th November 2020. At this meeting officers were instructed to provide brief updates as a standing item at every TECC committee meeting. This report provides an update on actions since the progress report to the most recent TECC committee meeting.

2. RECOMMENDATIONS:

- 2.1 That committee note the report.

3. CONTEXT/ BACKGROUND INFORMATION

- 3.1 The report to TECC Committee on 10th March 2022 contains the full background and details of actions taken up to that date and this report should be read in that context.

- 3.2 Updates are noted where specific activities or progress has been made.

3.3 Anti Racism Strategy Document

- 3.3.1 Work has begun in writing the council's Anti Racist Strategy document. The aim of the strategy is to highlight the anti racism work already being done across the council, and to provide a clear action plan for the next steps to take. The strategy will use local data, national data and information gleaned from community engagement to support the reasoning as to why actions will be taken.

3.4 Engagement with Communities

- 3.4.1 The ninth meeting of the Anti Racism Community Advisory Group was held on 16th March. The meeting was with council officers from the Families, Children & Learning (FCL) directorate to discuss the council's anti-racism project on children

social work, fostering and adoption. There was also an update on the council's anti-racist schools strategy work.

3.4.2 The council's Equality, Diversity & Inclusion Officer leading with BME communities continues to maintain existing relationships with key voluntary sector stakeholders. Alongside direct outreach to community groups, the officer produces a monthly bulletin to BME groups in the city. The aims of the bulletin are to share information about the council with specific BME groups who may otherwise not be reached, share events and opportunities available in the city and facilitate networking between groups.

3.4.3 Funding has been granted to four community groups to enable community led discussions about their experiences of racism and racial inequality. Community groups will be bringing their members together to discuss how racism affects specific ethnicities differently and what the next steps are in tackling racism. The groups that have been funded are Black Anti Racism Community Organisation (BARCO), Bridging Change, Sussex Indian Punjabi Society (SIPS) and Socially Engaged Art Salon (SEAS). We aim to receive feedback from all groups involved in July.

3.4.4 Funding of £10,000 has been allocated to engage with BME communities around the topic of the covid vaccine, covid recovery and public health. This funding has been made available via the Department for Levelling Up Housing and Communities, and is part of a wider neighbourhoods engagement project. The aim of this engagement project is to learn about what information people from BME communities are using to make their decisions about whether to take the vaccine or not. We also aim to learn more about people's experiences in accessing public health information and services. The groups that have been funded are: Bridging Change, Sussex Indian Punjabi Society, the Old Boat Community Centre, Hangleton and Knoll Project Multicultural Women's Group and the Chinese educational development project. We will be running a feedback event that gathers all community group leaders involved in July.

3.5 **BME Community and Voluntary Sector**

3.5.1 The first application deadline for the Communities Fund, the council's annual CVS grants programme, passed on 6th May. In total 50 bids were received, with 10 applications from BME led community groups. This equates to 20% of overall applications received, which is in line with the 2011 census data that shows 20% of Brighton & Hove's residents are from BME backgrounds. Groups applied for a total of £353,848. Applications are currently being appraised and community groups will be informed of the outcome of their bids shortly.

3.5.2 £110,000 has been reallocated from The World Reimagined (TWR) funding to CETS team. The team will shortly begin discussions on how to best utilise this money to provide support for BME community groups. There is emphasis on and demand for greater infrastructure support for community voluntary sector groups and we aim to address that with this money.

3.6 **Council Workforce & Fair & Inclusive Action Plan (FIAP)**

3.6.1 The 6-month Diverse Talent Programme continues since its launch in January 2022. 16 staff members who identify as Black or Racially Minoritised are on the programme which aims to support staff in their career progression. This initiative was established in response to council workforce data which shows that BME staff are under-represented in roles grades SO1/2 and above.

3.6.2 24 managers have taken part in specialist training for investigation managers for HR case work when there is an allegation of racism or race element. This is in line with the council's anti-racist priority of improving the way we record our staff's experience of racism, harassment and bullying, and ensure effective and efficient process of investigation into allegations of racism.

3.6.3 The HR Diversity Recruitment Consultant continues to run fortnightly inclusive recruitment surgeries to offer timely advice to recruitment managers such as developing inclusive shortlisting questions, promotion of roles on social media and inclusive advert writing.

3.7 **Our Legacy**

3.7.1 Following a thorough engagement process with community groups, primary schools and local residents, the council has officially renamed its new temporary accommodation on Hartington Road as Manoj House. Manoj House was chosen after local residents had the chance to submit their suggestions to a panel of school representatives, ward councillors, and other local residents. The panel made their final recommendation to the council after generating a shortlist. The next step is to celebrate the unveiling of the name and plans are underway for this event to be organised.

3.7.2 Discussions are taking place with community stakeholders about the next phase of engagement around the 'Our Legacy' project. The focus is ensuring community groups and BME residents are involved from the start in choosing the next piece of work to prioritise. An engagement event is planned for October to coincide with Black History Month.

3.8 **Emergency Food**

3.8.1 The council has allocated funding of £15,000 for an exploratory piece of research on the emergency foods access needs of Black, Asian and Minority ethnic communities and Refugee & Asylum Seekers. The commission aims to reduce inequality and address immediate concerns about malnutrition, health and well being. This funding has been granted to Brighton & Hove Food Partnership and Bridging Change, who will be collaborating to deliver the outcomes of the research. Together, these two community organisations will provide research and feedback about the different communities' access needs, best practice by providers in meeting needs, and recommendations on strengthening organisations providing support. This will supplement our current understanding of the city's food needs.

3.9 **Community Safety**

3.9.1 The council has partnered with the Racial Harassment Forum to launch a Third Party Reporting Centre. Launching in May 2022, this service has been commissioned in response to national and local feedback that informs us that

those from Black and Racially Minoritised backgrounds may be less likely to report racist incidents directly to the police or local authorities. Therefore, this new service ensures that Black and Racially Minoritised residents are able to report racism directly to a BME led community organisation.

3.10 Education & Social Care

3.10.1 An updated version of the anti racist school strategy and accompanying road map was shared with the children and young peoples skills committee in March. The Anti Racist Education Advisor continues to work closely with schools to inform anti racist best practice in education.

3.10.2 In Children's Safeguarding & Care, the Anti racist Project Board continues to meet on a monthly basis, after its establishment in late 2019. The project was set up to support meaningful change with an explicit focus on race and racism. The aims of the project are: to support the development of anti-racist organisational culture and anti-racist social work practise; to identify, challenge and tackle racism; to support an improvement in the experience of staff from Black and minoritised communities so that they feel that Brighton and Hove is a safe and supportive place to work; to improve social work practice with families from Black and minoritised communities, making sure that issues around race culture and ethnicity are considered when we are assessing, supporting and recording our work with families.

3.10.3 The anti-racist project board continues to work within the three workstreams that were established at the beginning: supporting staff, how we work with families, and the voices of children families and carers. This work is held to account by an action plan for each of the three workstreams.

3.10.4 So far actions include providing learning events such as webinars on anti-racist practise in collaboration with the University of Sussex; reviewing our training offer around anti-racist practise based on feedback from participants and challenge from practitioners; weekly practise discussions for all staff and taking steps to ensure engagement from all staff at these sessions.

3.10.5 This work feeds into the action plan for the Workforce Race Equality Standards for Social Care that Brighton & Hove City Council is a part of. The WRES is a pilot project involving 18 local authorities and holds services to account via a framework for collecting and analysing data and an action plan that is published and progress tracked.

3.10.6 As part of the WRES, a survey has been created to record staff experiences and will be completed on a regular basis. The aim of this survey is to ensure a more robust system is in place to record staff experiences of racism, harassment and bullying, whether that is from families, service users and the public, or from colleagues and managers.

3.10.7 Focus groups have been created specifically consider the workforce race equality standards and two of these have been held with staff from across social care. Feedback from these focus groups highlighted that staff want more sessions, that there is a lack of space in adult services to talk about race, that mentoring for Black

and minority staff is important, that a collaborative approach across Families, Children and Learning and Health and Adult Social Care Directorates is valued.

3.10.8 One example of how the WRES, and wider anti-racist practice, is starting to make a difference is that we have seen an increase in the diversity of staff in middle pay bands across both Directorates.

3.11 Civic leadership

3.11.1 Funding has been identified to support a Civic Leadership programme delivered by operation black vote. Officers are still in regular communication with the provider and have confirmed that the provider is still in a position to run the programme. £53,700 of funding has been confirmed for the Civic Leadership programme.

4. ANALYSIS & CONSIDERATION OF ANY ALTERNATIVE OPTIONS

4.1 The progress outlined above is on actions undertaken in response to the council's pledge to become an anti-racist council, anti-racism Notices of Motion and petitions accepted by full council/committees and previously Member agreed work under the Fair & Inclusive Action Plan.

5. COMMUNITY ENGAGEMENT & CONSULTATION

5.1 Engagement is as outlined above in Section 3.

6. CONCLUSION

6.1 TECC committee requested a standing item on every agenda updating on progress towards the council's anti-racism commitments.

6.2 This report updates on progress and the contents are for Members to note.

7. FINANCIAL & OTHER IMPLICATIONS

7.1 There are no financial implications arising from the recommendation made in this report, which is for noting.

Finance Officer Consulted: Michael Bentley

Date: 24/05/22

8. LEGAL IMPLICATIONS

8.1 There are no legal implications arising from this report which is for noting. All of the actions proposed are in line with the Council's powers and duties, in particular under the Equality Act 2010.

Lawyer Consulted: Alice Rowland

Date: 24/5/22

9. EQUALLITIES IMPLICATIONS

9.1 The intention of this work is to address identified racial inequalities and racism experienced by people who live in, work in and visit the city. The range of

engagement planned with people who share other characteristics in addition to their ethnicity will ensure that perspectives are heard from a wide range of people. This will enable the development of tailored and bespoke actions to address all forms of racism, where it is based on ethnicity, skin colour or any other attribute.

- 9.2 The work is central to the council's legal duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations between communities, as well as to encourage civic engagement by under-represented groups. It also complements and supports the council's Fair & Inclusive Action Plan in addressing the findings of the review of race diversity by Global HPO.

10. SUSTAINABILITY IMPLICATIONS

- 10.1 No implications arising from this report.

11. SOCIAL VALUE & PROCUREMENT IMPLICATIONS

- 11.1 There are no direct social value and procurement implications that arise from this report

12. CRIME & DISORDER IMPLCATIONS

- 12.1 Crime & Disorder implications are covered in section 3.9 & above

13. PUBLIC HEALTH IMPLICATIONS

- 13.1 As outlined in 3.4.4, engagement around the topic of the Covid-19 vaccine may provide us with clearer data on uptake of the vaccine. This will then inform all of our COVID and vaccination related actions going forward and may lead to changes in our current methods of making the vaccine accessible. In particular, the implications of this engagement may inform new mobile vaccination unit locations and the information shared about accessing general public health services.

14. OTHER IMPLICATIONS

- 14.1 There are no other implications that arise from this report.