

Meeting: Cabinet **Date:** 30 August 2022

Wards affected: All

Report Title: Report of the Torbay Racism Review Panel

When does the decision need to be implemented? Immediately

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1. Purpose of Report

- 1.1 This review has its origins in the awful events that took place in May 2020 in Minneapolis, USA when George Floyd was brutally murdered, and the resulting protests that occurred not only in the USA, but also across the UK. Torbay Council like many organisations and communities reflected on these events and took the decision that it wanted to undertake a meaningful review of racism in the community it serves.
- 1.2 In attempting to break down an appropriate approach to undertaking the review the council established a review panel which consists of five councillors that reflect the political make-up of the council, as well as a number of co-opted panel members from the community who had knowledge and expertise that would support the panel throughout the review.
- 1.3 To start the review the panel met in September 2020 to agree its scope and approach and decided to pose six key questions that they sought to answer as part of the review. These key questions were:
 - How do we make BAME (Black, Asian and Minority Ethnic) lives matter in Torbay? - overarching question of the whole review
 - How do we make BAME lives matter at Torbay Council?
 - How do we make BAME lives matter at Torbay's public organisations?

- How do we make BAME lives matter in Torbay's community and voluntary sector?
- How do we make BAME lives matter in Torbay's business community?
- How do we make BAME lives matter in Torbay's culture and environment?

The report outlining the interim findings and recommendations of the Torbay Racism Review is attached at Appendix One of this report.

2. Reason for Proposal and its benefits

- 2.1 The proposals in this report address significant issues that impact on our ethnic minority community in Torbay and seek a way forward on addressing these issues not only within Torbay Council but in the wider public sector organisations of Torbay.
- 2.2 Adoption of the review panel's recommendations will deliver significant improvements for the ethnic minority population of Torbay.

3. Recommendation(s) / Proposed Decision

- 3.1. That Cabinet, as a matter of urgency, appoint a dedicated and full time Equality and Diversity Officer for Torbay Council to develop and implement an action plan that addresses all the key findings detailed in this report. This action plan will include actions relating to both those specifically for Torbay Council, as well as joint actions for Torbay's public organisations, but will not include those directed specifically to Devon and Cornwall Police which form a separate recommendation below.
- 3.2. That Cabinet requests that Torbay's public organisations recognise the key findings and commit to working with each other to deliver the joint actions outlined in the action plan referenced at recommendation one above. Joint actions should be coupled with measurable outcomes, time commitment and strategy on how to deliver.
- 3.3 That Cabinet requests that Devon and Cornwall Police recognise the key findings related to them in this report and commit to address them as a matter of urgency. Actions need to be addressed with measurable goals with a time commitment.
- 3.4 That Cabinet request (as part of the action plan referenced at recommendation one above) that, as a matter of urgency, Torbay's public organisations work together to improve the collection and analysis of data on ethnic minority staff, their ethnic minority customer base and community to ensure that it is accurate, up to date and is used to improve the services they offer to staff and the wider community. Public organisations need to utilise currently available channels to gather complete and thorough demographic data, specifically identifying areas related to ethnic minority staff, customer base and community. The organisations need to provide managers with data collection training, where data teams can lead this training to understand data collection and analysis scope better. An organisational

wide data collection framework needs to be formed to ensure all organisations collect, record, and analyse this data correctly and efficiently. Annual reporting on race detailing resources spent, activities carried out, feedback and a 12-month plan for the following year would be beneficial.

- 3.5 That Cabinet request that the recommendations above be reviewed by the Torbay Racism Review Panel in six months to monitor progress on their delivery. Transparency in response to the recommendations alongside all progress, challenges and any difficulties would be necessary.

Appendices

Appendix 1: Report of the Torbay Racism Review Panel

Background Documents

Not Applicable

1. Introduction

- 1.1 This review has its origins in the awful events that took place in May 2020 in Minneapolis, USA when George Floyd was brutally murdered, and the resulting protests that occurred not only in the USA, but also across the UK. Torbay Council like many organisations and communities reflected on these events and took the decision that it wanted to undertake a meaningful review of racism in the community it serves.
- 1.2 In attempting to break down an appropriate approach to undertaking the review the council established a review panel which consists of five councillors that reflect the political make-up of the council, as well as a number of co-opted panel members from the community who had knowledge and expertise that would support the panel throughout the review.
- 1.3 The review panel membership has been as follows:
- Councillor Jermaine Atiya-Alla – Chair of the panel
 - Councillor John Thomas – Vice Chair of the panel
 - Councillor Andrew Barrant
 - Councillor Robert Loxton
 - Councillor Steve Darling
 - Kevin Dixon – Community Representative
 - Maia Thomas – Community Representative
 - Kofi Yeboah-Aidoo – Community Representative
 - Rehan Uddin – Community Representative.
- 1.4 To start the review the panel met in September 2020 to agree its scope and approach and decided to pose six key questions that they sought to answer as part of the review. These key questions were:
- How do we make BAME (Black, Asian and Minority Ethnic) lives matter in Torbay? - overarching question of the whole review
 - How do we make BAME lives matter at Torbay Council?
 - How do we make BAME lives matter at Torbay's public organisations?

- How do we make BAME lives matter in Torbay's community and voluntary sector?
- How do we make BAME lives matter in Torbay's business community?
- How do we make BAME lives matter in Torbay's culture and environment?

1.5 At the conclusion of the initial panel meetings and evidence gathering the panel made a decision to pause the review to report their interim findings and recommendations on the first two key questions. The panel's reasoning for pausing the review was mainly due to the longer than anticipated time taken to answer the first two questions, in part caused by the availability of key stakeholders due to the covid pandemic. The panel therefore decided to split the review into part one (the report at Appendix One) and part two (a future report which will address the remaining three key questions).

2. Options under consideration

2.1 Not applicable as review panel have one set of recommendations outlined in their report.

3. Financial Opportunities and Implications

3.1 If Cabinet adopt the review panel recommendations there will be a direct financial implication as an Equality and Diversity Officer will need to be recruited by Torbay Council.

3.2 The implementation of the recommendations in relation to the key findings outlined in the report will also have a cost implication for the council as well as for other public sector organisations in Torbay.

4. Legal Implications

4.1 There are no known legal implications in taking forward the recommendations outlined by the review panel.

5. Engagement and Consultation

5.1 The review panel were unanimous that any review of racism needed to engage with our ethnic minority community in Torbay as well as consider views from our non-ethnic minority community. Perhaps naively the panel thought engagement with the ethnic minority community would be relatively straight forward, but it proved to be more difficult than first anticipated. Therefore, the panel took an early decision to establish a multi-cultural network for Torbay with help from the council, Devon and Somerset Fire and Rescue Service and Engaging Communities Southwest. Whilst this network is still in its infancy it is starting to bring together a range of people in Torbay from multi-cultural backgrounds and is enabling a channel of communication to open-up between our ethnic minority community and the organisations of Torbay. In time it is hoped that this network will work with other networks locally and regionally so that the views and experiences of our ethnic minority communities

are reflected and accessible to the organisations in Torbay and beyond that shape the services we receive.

6. Purchasing or Hiring of Goods and/or Services

6.1 Not applicable.

7. Tackling Climate Change.

7.1 Not applicable.

8. Associated Risks

8.1 The main risk associated with not implementing the recommendations made by the review panel is that issues identified by the panel that impact on Torbay's ethnic minority community will not be addressed.

9. Equality Impacts - Identify the potential positive and negative impacts on specific groups

| | Positive Impact | Negative Impact & Mitigating Actions | Neutral Impact |
|--|-----------------|--------------------------------------|----------------|
| Older or younger people | | | X |
| People with caring Responsibilities | | | X |
| People with a disability | | | X |
| Women or men | | | X |
| People who are black or from a minority ethnic background (BME) (Please note Gypsies / Roma are within this community) | X | | |
| Religion or belief (including lack of belief) | | | X |
| People who are lesbian, gay or bisexual | | | X |
| People who are transgendered | | | X |

| | | | |
|---|--|--|---|
| People who are in a marriage or civil partnership | | | X |
| Women who are pregnant / on maternity leave | | | X |
| Socio-economic impacts (Including impact on child poverty issues and deprivation) | | | X |
| Public Health impacts (How will your proposal impact on the general health of the population of Torbay) | | | X |

10. Cumulative Council Impacts

10.1 None.

11. Cumulative Community Impacts

11.1 None.