

Cabinet Response to the recommendations of the Torbay Racism Review Panel

No.	Recommendation:	Cabinet Response:
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.	Cabinet support the principle of this but as there are budgetary implications, this will need to be considered as a part of the budget setting process for 2023/24. In the meantime, the Chief Executive is requested to identify a resource that will be able to progress the development of an action plan. Any consideration of a post will include the possibility of a shared post with health colleagues.
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.	Cabinet support this recommendation in conjunction with the development of the action plan as set out in the response to recommendation 1.

3.	<p>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.</p>	<p>The Police have agreed that once the document has been considered by Cabinet they will review and provide appropriate feedback based on the recommendation.</p>
4.	<p>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.</p>	<p>Cabinet supports this recommendation in conjunction with the development of the action plan as set out in the response to recommendation 1.</p>
5.	<p>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.</p>	<p>Cabinet supports a review of the implementation of the recommendations by the Panel in six months' time.</p>

