

Meeting: Cabinet

Date: 11 August 2020

Wards Affected: All

Report Title: How do we make Black, Asian and Minority Ethnic (BAME) lives matter in Torbay Review

Is the decision a key decision? Yes

When does the decision need to be implemented? August 2020

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1. Proposal and Introduction

- 1.1 In the light of the recent protests relating to the Black Lives Matter agenda due to the death of George Floyd in Minneapolis, USA in May 2020 and protests in cities such as London and Bristol in the UK this scoping document has been produced for Cabinet to discuss and agree Torbay Council's response to this issue.
- 1.2 When responding to such a multi-faceted, highly charged and complex issue as the Black Lives Matter agenda there is the potential to rush into making a series of piecemeal responses which whilst well intentioned lack cohesion and ultimately become fragmented and ineffective in delivering the objective they were designed to achieve. What is suggested in the draft scoping document in Appendix One is a holistic, inclusive and comprehensive approach to exploring the issue of racism in Torbay which engages with the community and allows them the space and time to voice their experiences and views to civic leaders and local and national decision makers.
- 1.3 It is proposed that Torbay Council undertake a review of racism in Torbay and pose as the key question of the review – How do we make BAME lives matter in Torbay?
- 1.4 Whilst there have been similar national reviews, what is being proposed here is a review in the locality of Torbay which has not been undertaken before.

2. Reason for Proposal and associated financial commitments

- 2.1 Torbay Council has a Community and Corporate Plan that is based on ensuring our local community thrives. Therefore, not only does it have a legal duty but also a commitment and responsibility to ensure that all sections of our community thrive and the review will enable the Council to reflect on whether this is the case in Torbay.
- 2.2 There are no financial commitments to the council beyond the officer time involved in supporting this review.

3. Recommendation(s) / Proposed Decision

- (i) That Cabinet approve the undertaking of the 'How do we make BAME lives matter in Torbay' Review as outlined in the draft Scoping Document and Timetable.
- (ii) That the membership of the How do we make BAME lives matter in Torbay Review Panel comprise 5 councillors (2 Conservative, 2 Liberal Democrat and 1 Independent) and that the Review Panel identify relevant interested parties to be invited to attend meetings.

Appendices

Appendix 1: How do we make BAME lives matter in Torbay Review Draft Scoping Document

Appendix 2: How do we make BAME Lives matter in Torbay Review Draft Timetable

Background Documents

Section 1: Background Information

1.	<p>What is the proposal / issue?</p> <p>It is proposed that Torbay Council undertake a review that seeks to explore the question - how do we make BAME lives matter in Torbay? This proposal has been taken against a background of the death of George Floyd in Minneapolis, USA in May 2020 and protests in cities such as London and Bristol in the UK in May/June 2020.</p>
2.	<p>What is the current situation?</p> <p>There is growing concern in the UK about whether this country values the lives of people from a Black, Asian and minority ethnic background. These concerns have been prevalent in UK society for some time but the recent death of George Floyd in the USA and subsequent protests in many UK cities has led to a highlighting of this concern.</p>
3.	<p>What options have been considered?</p> <p>Torbay Council has considered a number of options to respond to the concern which have included approaches to look at the issue within different areas of the council but it is felt that this approach could be fragmented and would not deliver a holistic view or provide answers to the questions the review will seek to pose.</p>
4.	<p>What is the relationship with the priorities within the Partnership Memorandum and the Council's Principles?</p> <p>Priorities:</p> <ul style="list-style-type: none">• Thriving People and Communities• A Thriving Economy• A Council Fit for the Future <p>Principles:</p> <ul style="list-style-type: none">• Use reducing resources to best effect• Reduce demand through prevention and innovation• Integrated and joined up approach
5.	<p>How does this proposal/issue contribute towards the Council's responsibilities as corporate parents?</p> <p>The review will ensure that the council's role as corporate parents is included in the review panel's line of questioning.</p>
6.	<p>How does this proposal/issue tackle poverty, deprivation and vulnerability?</p> <p>A key line of questioning of the review will need to be the prevalence and impact of poverty, deprivation and vulnerability on our Black, Asian and ethnic minority community.</p>
7.	<p>How does the proposal/issue impact on people with learning disabilities?</p> <p>A key line of questioning of the review will need to be around the impact of having a learning disability and being black, Asian or of an ethnic minority.</p>

8.

Who will be affected by this proposal and who do you need to consult with? How will the Council engage with the community? How can the Council empower the community?

The proposal will affect all of the community of Torbay but most especially those people from a Black, Asian and ethnic minority background.

A full list of known consultees is listed in Appendix One Draft Scoping Document but it is important to emphasize that this can be flexed as the review progresses.

Due to the current restrictions due to the Covid Pandemic engagement with the community will have to be via accessible remote media solutions, email and letter submissions. However, as the review progresses and the restrictions potentially reduce this could be reviewed.

Section 2: Implications and Impact Assessment

9.	<p>What are the financial and legal implications?</p> <p>There are no financial implications beyond staff resource to support the review.</p> <p>There are no legal implications beyond the council complying with the appropriate laws and legislation.</p>
10.	<p>What are the risks?</p> <p>There are a number of risks associated with the proposal to undertake the review. These are:</p> <ul style="list-style-type: none">• Reputational risk of not undertaking a review of the BAME lives agenda with our community• Risk that this review could attract unwanted attention e.g. extremist groups• Risk that Black, Asian and ethnic minority community may not engage with the review• Risk that Covid restrictions may impact on review's ability to engage with key consultees especially wider community of Torbay.
11.	<p>Public Services Value (Social Value) Act 2012</p> <p>Not applicable to this proposal.</p>
12.	<p>What evidence / data / research have you gathered in relation to this proposal?</p> <p>The proposal to undertake the review will enable the council to gather the evidence and data it requires to make recommendations to itself and other decision-makers.</p>
13.	<p>What are key findings from the consultation you have carried out?</p> <p>Not applicable see response to 12 above.</p>
14.	<p>Amendments to Proposal / Mitigating Actions</p> <p>Not applicable see response to 12 above.</p>

Equality Impacts

15.	Identify the potential positive and negative impacts on specific groups		
	Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
Older or younger people	The aim of the review is to have a positive impact on this group.		
People with caring Responsibilities	The aim of the review is to have a positive impact on this group.		
People with a disability	The aim of the review is to have a positive impact on this group.		
Women or men	The aim of the review is to have a positive impact on this group.		
People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>	The aim of the review is to have a positive impact on this group.		
Religion or belief (including lack of belief)	The aim of the review is to have a positive impact on this group.		
People who are lesbian, gay or bisexual	The aim of the review is to have a positive impact on this group.		
People who are transgendered	The aim of the review is to have a positive impact on this group.		
People who are in a marriage or civil partnership	The aim of the review is to have a positive impact on this group.		

	Women who are pregnant / on maternity leave	The aim of the review is to have a positive impact on this group.		
	Socio-economic impacts (Including impact on child poverty issues and deprivation)	The aim of the review is to have a positive socio-economic impact.		
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)	The aim of the review is to have a positive impact on the health of the population of Torbay		
16.	Cumulative Impacts – Council wide (proposed changes elsewhere which might worsen the impacts identified above)	No known cumulative impacts within the council at this point.		
17.	Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above)	No known cumulative impacts with other public services at this point.		