

Gloucester City Council

Meeting:	Overview & Scrutiny Committee Cabinet	Date:	2 November 2020 11 November
Subject:	Implementation of the Council Motion on 'Black Lives Matter'		
Report Of:	Richard Cook, Leader of the Council		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
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Appendices:	1. Correspondence with the American Ambassador 2. Terms of Reference for the Commission 3. Membership of the Commission (Restricted) 4. Terms of Reference for the review of heritage assets		

FOR GENERAL RELEASE/ EXEMPTIONS

1.0 Purpose of Report

- 1.1 To outline progress and plans with the implementation of the 'Black Lives Matter' motion that was approved by Council at its meeting on 9th July 2020.

2.0 Recommendations

- 2.1 Overview and Scrutiny Committee is asked to consider the information contained in the report and make any recommendations to the Cabinet.
- 2.2 Cabinet is asked to **RESOLVE/RECOMMEND** that
- (1) The correspondence between the City Council and the American Ambassador be welcomed
 - (2) The Terms of Reference for the Gloucester Commission to review Race Relations be endorsed
 - (3) The Terms of Reference for the review of monuments, statutes and plaques within Gloucester be endorsed
 - (4) A budget of up to £5,000 to be approved to support this work.

3.0 Background and Key Issues

- 3.1 On Thursday 9th July 2020, the following motion was unanimously passed at a meeting of Gloucester City Council:

'Council is appalled by and condemns the recent killing of George Floyd in Minneapolis, USA.

Council recognises and supports the 'Black Lives Matter' efforts to raise awareness of racial inequality and institutionalised racism within the United Kingdom, however, deplores any violence and damage in the name of the campaign.

Council notes that black people in the United Kingdom are:

- *8 x more likely to be stopped as part of 'stop and search laws' than white people*
- *More likely to be in low paid jobs or unemployed*
- *More likely to live in poor housing conditions*
- *Less likely to have good educational opportunities*
- *More likely to die from the COVID-19 pandemic*

Council recognises that whilst we have generally good community relations in the City, and these are reinforced by our cross party equalities working group we remain committed to tackling racial discrimination and working with our BAME community to address issues of racial discrimination.

Council resolves to:

1. *Write to the American Ambassador on behalf of the City setting out our deep concerns and condemnation at the killing of George Floyd.*
 2. *Set up a Commission with partner organisations in the City including the Police & Crime Commissioner, County Council, NHS, the Civic Trust and representatives of BAME community to review race relations in Gloucester with a view to producing recommendations to improve the lives of and enhance opportunities for BAME communities within the City.*
 3. *Undertake a review of all monuments, statues and plaques including Bakers Quay within the City connected with the slave trade/ plantation ownership and for Cabinet and Scrutiny to consider its recommendations, taking advice from the Commission, and further resolves to review the way in which the contribution of minority communities is presented as part of the City's history, including at the Museum of Gloucester.'*
- 3.2 The Leader of the City Council wrote to Ambassador Johnson on 5th August to unequivocally condemn the unlawful death of George Floyd by member of the Minneapolis Police department. A copy of the letter and the response from Ambassador Johnson are attached at Appendix 1 to this report.
- 3.3 The establishment of the Commission to review race relations is progressing well. Following a range of consultations with members, stakeholders and individuals from the BAME community, we have developed draft ToR which are attached at Appendix 2 to this report. The Commission will be chaired by a local businessman and social entrepreneur with strong cross-sector relationships in Gloucester. Commissioners will be a cross-section of those representing major institutions and BAME communities within the City. Whilst Commissioners will draw on their institutional and personal experience they will act in the interest of the City as a whole. The proposed membership of the Commission is attached at Appendix 3. It is anticipated that the Commission will be in place for 12 months and will agree its work programme at its first meeting, scheduled for end November 2020.
- 3.4 The review of Heritage Assets will be delivered as a specific project, overseen by the City's Archaeologist. A project brief is attached at Appendix 4 to this report. The

project will deliver a report on the historical links of those assets to the slave trade in Gloucester. That report will consist of a list of identified monuments, statues, plaques and street names (hereafter 'heritage assets') as well as notable individuals associated with the City and connected with the slave trade and/or plantation ownership. To enable a comprehensive approach and in line with our asset-based approach we have invited contributions from a wide range of partner organisations in the City. Partners were written to in early October. It is anticipated that this project will take 12 months to complete, after which it will report its evidence base and recommendations to the Commission for consideration.

4.0 Social Value Considerations

4.1 The report will create social value by exploring and investigating areas of racial discrimination and developing strategies to address these. The review of heritage assets will create an evidence base of assets that can be linked to the slave trade. This will enable the City to consider whether and how it may wish to re-interpret these assets in order to acknowledge the traumatic impact of history on many residents of the City.

5.0 Environmental Implications

5.1 None directly resulting from this report

6.0 Alternative Options Considered

6.1 There were no alternative options considered.

7.0 Reasons for Recommendations

7.1 To progress the substantive work of the Black Lives Matter motion to Council.

8.0 Future Work and Conclusions

8.1 Future work is outlined in the Terms of References.

9.0 Financial Implications

9.1 The work of the Commission will rely on Commissioners making available their time and other resources as appropriate. The City Council will contribute officer resource and will make available a budget of up to £5,000, that will be met from current approved budgets.

(Financial Services have been consulted in the preparation this report.)

10.0 Legal Implications

10.1 None directly resulting from this report.

(One Legal have been consulted in the preparation this report.)

11.0 Risk & Opportunity Management Implications

11.1 Key risks and mitigating actions include:

- Ineffective Chair or members of the Commission – the Chair and Commissioners have been selected based on experience and commitment.
- Insufficient resource to deliver the work programme – the principal assumption is that the Commission will rely on the experience and support of its Commissioners and their organisation. The work will be supported by officers of the City Council and a small budget will be made available for unanticipated expenditure, including technical expertise. The Commission will need to scope its work programme to fit its resource envelope.
- Lack of engagement from wider stakeholders – the work of the Commission will be conducted in a positive and collaborative way that will facilitate challenge and drive change without attributing blame.

12.0 People Impact Assessment (PIA) and Safeguarding:

12.1 The Commission is established as a forum to reflect and gain a better understanding of experiences of racism and inequality in Gloucester. Its aim is to identify actions that will create the conditions to improve the lives and opportunities for those who experience racism and disadvantage because of their colour. As such it will have a direct positive impact on people under the protected characteristic of 'race' as set out in the Equalities Act 2010.

13.0 Community Safety Implications

13.1 There are no direct community safety implications

14.0 Staffing & Trade Union Implications

14.1 There are no staffing & trade union implications

Background Documents: None