

Gloucester City Commission to Review Race Relations Year One Update:

- 1. Call to Action:** *The establishment of an independent, permanent, funded and high-profile legacy institution for Gloucestershire.*

Progress Made:

A legacy institution has been identified – the Gloucestershire Race Equality Action Group (GREAG) is an emerging, black-led group that will have county-wide focus, and they received initial funding from the NHS and Gloucestershire County Council during 2022. The City Council held several meetings in 2022 with GREAG, in order to discuss collaborative work and how best the City can support GREAG in future. Initially, a full Terms of Reference was produced by Gloucester City Council, and shared with GREAG on March 18th - this Terms of Reference set out the City Council's thoughts on the potential scope and function of the legacy institution, along with a governance proposal and a range of proposed goals and outcomes for the institution, from the perspective of the City Council. Furthermore, the City Council's Managing Director shared a paper with Leadership Gloucestershire, along with a proposed funding model for a legacy institution, for consideration by Chief Executives of Gloucestershire Local Authorities and public sector bodies in the County.

Further meetings have been held with GREAG to continue to build our relationship and progress this work collaboratively, and agree on the most appropriate route forward that meets the interests of all involved, and delivers on the Calls to Action as set out in the original Race Commission report. Appointments are currently being made by GREAG to key roles to run the organisation, with support being provided by the Black South West Network. The City Council has agreed to second an officer to the Black South West Network to support the work of GREAG. Implementing this change and fully establishing the work of the legacy institution will take time, with a need to establish trusted relationships and ways of working collaboratively. Gloucester City Council has made a commitment to continue to work with GREAG and others to implement the recommendations of the Race Commission report.

- 2. Call to Action:** *Setting out a Gloucestershire wide vision for workforce equality in the public sector; putting in place measures to monitor workforce equality (including pay), and deliver some workforce equality initiatives at a county-wide level, most importantly a Gloucestershire 'stepping up' programme for aspiring leaders from racially minoritized backgrounds*

Progress Made:

Engagement has begun regarding the measures that could be taken to formalise workforce equality initiatives, although there are limitations in the role the City Council can play beyond its own remit. Our primary focus so far has been on the establishment of a 'stepping up' programme similar to that seen in Bristol. An initial meeting was held with County Council colleagues and others to discuss how the HR and Organisational Development team could come together to support in facilitating this, with a suggestion that senior management colleagues at both the City and County councils should be involved with progressing this action. Furthermore, it was also proposed that contact should be made with the University of Gloucestershire to see if they would be interested in supporting this work. Work continues to engage with those who lead the 'stepping up' programme in Bristol, to learn more about how they fund and manage the operation of this programme, and gain insights into how we could run a similar programme in Gloucestershire. The Cabinet Member for Communities and Neighbourhoods also suggested engaging with the Gloucestershire ICS, regarding

a programme they are leading with similar intentions called 'Flourish', so we will continue to explore partnership working on this.

- 3. Call to Action:** *Commit to putting in place measures and driving the required changes in culture and mindsets to ensure the collection and use of comprehensive and high-quality ethnicity data in planning and delivering public sector services, including commissioned services.*

Progress Made:

Strong progress has already been made on the culture and mindset part of this action – including through equalities actions which have been embedded in the Council Plan and Service Plans, to ensure that equalities is central to the work taking place across the Council, and that a data-driven approach is taken. This is further emphasised by one of the key overarching themes in the Council Plan being equalities. Furthermore, a portion of the LGA Corporate Peer challenge, which took place in late 2022, focused on inequalities within Gloucester's communities. Work has been taking place at a more detailed level too to ensure changes in culture and mindsets, such as a review of items at the museum with a focus on decolonisation. Discussions have begun regarding how to strengthen data collection, likely through county-wide local authorities and public sector bodies creating a plan to share data and co-ordinate to ensure this data can be used effectively across the county. With the recent publication of the 2021 census data, the next step will be to assess how we respond to the changing demographics of the City and County, and how this impacts on our work – with the ONS having recently released demographic breakdowns. This involves a discussion to take place at SMT regarding how to deliver public services to serve our population and consider how the delivery of public services may need to evolve based on our changing demographics.

- 4. Call to Action:** Acknowledge the existence of racism, prejudice and micro-aggressions in Gloucester and Gloucestershire, and commit to and step up individual and organisational leadership to tackle these with confidence and clarity.

Progress Made:

Gloucester City Council acknowledges the existence of racism, prejudice and micro-aggressions in Gloucester and Gloucestershire. Within the Council specifically, we have begun to embed reverse mentoring and other awareness building initiatives, to further develop understanding across the Council of the lived experiences of racially minoritized individuals. This has included an initiative called the "Tea Break", which has been introduced and led by staff. It provides the framework, opportunity and space within the organisation for staff to hear from colleagues and share honest feelings regarding race inequality. All employees are invited to each one-hour themed online discussion about issues that matter. Recent Tea Break topics have included: microaggression, white privilege, appropriate language, inclusion and how to create a more diverse work force that better represents Gloucester. The Council will continue its work to tackle racism, prejudice and micro-aggressions, in Gloucester and beyond.