

Meeting:	Cabinet	Date:	6 April 2022
Subject:	Equalities Working Group Update		
Report Of:	Cabinet Member for Communities and Neighbourhoods		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
Contact Officer:	Emily Bolland, Community Wellbeing Team Leader		
	Email:	emily.bolland@gloucester.gov.uk	Tel: 396268
Appendices:	None		

FOR GENERAL RELEASE

1.0 Purpose of Report

- 1.1 To update Cabinet on the work the council officers have undertaken regarding equalities, as well as the work the Equality and Diversity Working Group has completed this year.

2.0 Recommendations

- 2.1 Cabinet is asked to **RESOLVE** that the work undertaken by council officers, the Equality and Diversity Working Group, elected members and council partners regarding equalities be welcomed.

3.0 Background and Key Issues

- 3.1 Equality and Diversity has been a focus for the City Council since 2018 when we refreshed the Equalities Working Group and started measuring and planning our work using the Local Government Association's Equalities Frameworks for Local Government.

- 3.2 Inequalities within communities have been highlighted over the last two years by the COVID-19 pandemic. The murder of George Floyd and subsequent movements such as Black Lives Matter have further shone a light on the inequalities that still exist for our BAME communities. In response, Gloucester City Council have taken many steps to try and address these inequalities.

3.3 Equalities work in 2021

Stemming from council motions, Gloucester City Council took a range of actions in 2021:

- 3.3.1 **Motion:** Set up a Commission with partner organisations and representatives of BAME community in the City to review race relations in Gloucester. Produce recommendations to improve the lives of, and enhance opportunities for, BAME communities within the City.

Update: A commission to review race relations within Gloucester was established; chaired by Rupert Walters with input from 17 commissioners from a range of backgrounds. The key areas looked at by the commission were:

- Racially minoritized youth engagement in the Criminal Justice System
- Addressing Mental health inequalities in racially minoritized communities
- Attainment of racially minoritized pupils in Education
- The lack of racially minoritized representation across senior roles in Gloucester & Gloucestershire
- Access to diabetes services in the context of higher prevalence among racially minoritized communities

Calls To Action detailed in the report focus on four key areas:

- Criminal Justice
- Health
- Education
- Workforce

The full report can be viewed here [goucester-city-commission-to-review-race-relations-final-report-30-december-2021.pdf](https://www.goucester.gov.uk/media/1000000000/goucester-city-commission-to-review-race-relations-final-report-30-december-2021.pdf)

- 3.3.2 **Motion:** A review of all monuments, statues and plaques within the City connected with the slave trade/ plantation ownership with recommendations to be made to Cabinet and Scrutiny. With advice from the Race Commission, review how the contribution of minority communities is presented as part of the City's history, including at the Museum of Gloucester.

Update: The monuments review has been completed by the Council's archaeologist, Andrew Armstrong-Jones, with input from partners and with recommendations made through consultation with the Race Commission.

Recommendations from the review focus on two key elements:

Behaviours

- Consult publicly on any changes to the management or presentation of a heritage asset.
- Review the background of new street names and monuments to avoid commemorating or memorialising a link to the slavery economy.
- Seek opportunities to celebrate Gloucester's multicultural history.

Actions

The actions recommendations are multiple and include :

- Consider undertaking a review of Gloucester's colonial or imperial legacies.
- Initiate an education project to develop a specific education resource that can be used locally
- Create a permanent display at the museum of Gloucester from 2023.
- Consult with partners around their heritage assets, displays and educational packages which either have links to the slave trade or can be recontextualised.
- Consult on the renaming of the two existing streets and buildings named after individuals with links to slavery.

- 3.4 In addition to in-depth work coming from the above council motions, the Council's Equality and Diversity Working Group has undertaken the following via our Equalities Action Plan:
- 3.4.1 Delivering on the McGregor-Smith Review Action Plan; implementing recommendations on recruitment and selection, and a revised appraisal and talent management process.
 - 3.4.2 Completed the annual Workforce Equalities Report
 - 3.4.3 Community Cohesion has become a standing item at our Stronger Safer Gloucester Partnership (our community safety partnership)
 - 3.4.4 Relaunch of equality impact assessments, which have been rebranded as People Impact Assessments (PIAs). New template documents and guidance have been circulated to all staff.
 - 3.4.5 Equalities Events Calendar and associated sub-group which promote key dates and initiatives to staff and the community throughout the year.
 - 3.4.6 "Leading Inclusive Teams" training for team leaders and GMT, with further training for frontline teams booked in for 2022/23.
 - 3.4.7 Service Plans rewritten to include Equality and Diversity targets.
 - 3.4.8 Promoting the use of staff volunteering hours and implementing mentoring and reverse mentoring schemes.
 - 3.4.9 Work around accessibility of our City spaces and venues. This includes dementia friendly spaces and linking with the Sight Loss Council. A simul-spec walk has been arranged for the spring to assess the accessibility of our spaces for those with sight loss.
- 3.5 **Additional work that is still ongoing in 2022** includes:
- 3.5.1 Developing a Community Engagement guidance note, and delivering a staff lunch and learn in May 2022
 - 3.5.2 Developing a Consultation Strategy, which will link with the Community Engagement Strategy and ensure that the community's voice is heard and incorporated into Council plans such as the allocation of s106 funding.
 - 3.5.3 Looking to publish a BAME paygap report, however this is dependent on an increased number of staff members identifying their backgrounds on SAP
 - 3.5.4 Gender Paygap Working Group
 - 3.5.5 Look to develop an Equalities Data Strategy, to understand what equalities data we collect and how we can use the insights from it to improve services for residents

4.0 Equality and Diversity Working Group

- 4.1 The Equality and Diversity Working Group continued to meet quarterly throughout 2021, with new leadership from the Head of Culture.
- 4.2 The group re-assessed themselves using the Equalities Framework for Local Government (EFLG) in May 2021. Out of 18 categories, we scored as 'Excellent' in 5, 'Achieving' in 5, 'Achieving/Excellent' in 2 and 'Developing' in 6.
- 4.3 Our Equalities Action Plan was last updated in May 2021 and was re-written as a two-year action plan for 2021-2022. The next update to the Action Plan will be in spring 2023.

5.0 Social Value Considerations

- 5.1 None directly arising from this report

6.0 Environmental Implications

- 6.1 None directly arising from this report

7.0 Alternative Options Considered

- 7.1 The Public Sector Equality Duty is a statutory duty.

8.0 Reasons for Recommendations

- 8.1 The recommendations should be resolved, and the work completed by council officers as well as the Equality and Diversity Working group be welcomed, in order to provide an update on equalities work within the council.

9.0 Future Work and Conclusions

- 9.1 A self-assessment exercise will be undertaken in the spring to measure Gloucester City Council's action against the Equality Framework for Local Government, as set out by the Local Government Association. This self-assessment will help form the basis of the 2022-2023 Action Plan for the group.

10.0 Financial Implications

- 10.1 None directly arising from this report

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

11.0 Legal Implications

- 11.1 None directly arising from this report

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

12.0 Risk & Opportunity Management Implications

- 12.1 None directly arising from this report

13.0 People Impact Assessment (PIA) and Safeguarding:

13.1 None directly arising from this report

14.0 Community Safety Implications

14.1 None directly arising from this report

15.0 Staffing & Trade Union Implications

15.1 As mentioned in the recommendations from work cited in this report (e.g. the monuments review) staff time and some budget will be required to carry out some of the work included in the 2022-23 Equalities Action Plan.

Background Documents: None