



CABINET

MEETING : Wednesday, 12th January 2022

PRESENT : Cllrs. Cook (Chair), Norman, S. Chambers, Hudson and Lewis

Others in Attendance

Cllr. Chambers-Dubus

Managing Director

Head of Communities

Head of Policy and Resources

Head of Culture

Democratic and Electoral Services Officer

APOLOGIES : None

79. GLOUCESTER CITY COMMISSION TO REVIEW RACE RELATIONS FINAL REPORT

Cabinet considered the report of the Leader of the Council that presented the work and findings of the Gloucester City Commission to Review Race Relations as set out in their final report with a set of recommendations that attempt to improve the lives of, and enhance opportunities for, Black and Minority Ethnic (BAME) communities within the City.

The Leader of the Council gave Members the background to the Commission and its report (Appendix 1). He highlighted the evidence received, the seven conclusions it reached and particularly the four 'Calls to Action'. The Leader of the Council noted that the findings encompassed the wider county and advised Members that he would raise them within the Leadership Gloucestershire group.

The Cabinet Member for Performance and Resources reminded Members that the Commissioners were volunteers. She thanked them and especially the Chair for their dedication. The Cabinet Member for Performance and Resources further asked that other district councils and agencies within Gloucestershire be encouraged to contribute financially to addressing the Calls to Action as they are countywide. The Leader of the Council reassured Members that he would apply pressure. He informed them that although he did not anticipate immediate results, he nonetheless expected no resistance as the issues raised were relevant in rural as well as urban areas.

CABINET
12.01.2022

The Cabinet Member for Culture and Leisure commented that knowledge and understanding are vital to breaking down barriers between ethnic groups. He emphasised the importance of interacting with all communities. The Cabinet Member for Communities and Neighbourhoods reiterated the thanks expressed to the Commissioners. He advised Members that he looked forward to working with communities to progress inclusivity and promote cohesion.

RESOLVED that:

- (1) the breadth of work of the Commission is noted and Commissioners, partners, members of the community and individuals who contributed to the work are thanked
- (2) a lead role is taken, working collaboratively with other public sector organisations, in implementing the four Calls to Action that the Commission considers must be delivered at a Gloucestershire system level, that is:
 - a) the establishment of an independent, permanent, funded and high-profile legacy institution for Gloucestershire
 - b) 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.
 - c) 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.
 - d) 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.
- (3) a publicly available progress report on the implementation of findings and calls to action resulting from the work of the Commission is issued by 31st January 2023.