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| ADULTS AND COMMUNITIES SCRUTINY COMMITTEE | AGENDA ITEM No. 10 |
| 17 November 2020 | PUBLIC REPORT |

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| Report of: | Adrian Chapman, Service Director Communities and Partnerships | |
| Cabinet Member(s) responsible: | Cllr Irene Walsh, Cabinet Member for Communities | |
| Contact Officer(s): | Adrian Chapman, Service Director: Communities and Partnerships | Tel. 07920 160441 |

PROPOSAL FOR TASK AND FINISH GROUP TO EXAMINE BARRIERS TO EQUALITY

| RECOMMENDATIONS | |
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| FROM: Adrian Chapman, Service Director Communities and Partnerships | Deadline date: n/a |
| <p>It is recommended that the Adults and Communities Scrutiny Committee</p> <ol style="list-style-type: none"> 1. Agree to the formation of a time-limited cross-party scrutiny task and finish group 2. Agree the Terms of Reference for the proposed task and finish group 3. Agree that the outcomes of the task and finish group should be presented back to the Committee at the relevant meeting 4. Makes any initial nominations from the scrutiny committee members to join the task and finish group 5. Consider and agree to the merging of this task and finish group with the similar group being proposed to progress the details of the motion presented by Cllr Walsh | |

1. ORIGIN OF REPORT

1.1 At the Full Council meeting of 21 October 2020, a motion presented by Cllr Wiggin was agreed requesting the formation of a task and finish group to examine barriers to equality.

2. PURPOSE AND REASON FOR REPORT

2.1 This report sets out the proposed detail for the task and finish group agreed at Full Council on 21 October, to examine barriers to equality.

2.2 This report is for Adults and Communities Scrutiny Committee to consider under its Terms of Reference No. Part 3, Section 4 – Overview & Scrutiny functions, paragraph No 2 Functions determine by the Council:

1. Equalities

3. TIMESCALES

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| Is this a Major Policy Item/Statutory Plan? | NO | If yes, date for Cabinet meeting | N/A |
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4. BACKGROUND AND KEY ISSUES

4.1 At the Full Council meeting on 21 October, a motion presented by Cllr Wiggin was agreed in which it was noted that:

- October is Black History Month.
- There are ongoing global protests about racial inequality throughout the world.
- Peaceful protests in support of Black Lives Matter have been held in Peterborough and throughout the UK.
- Covid-19 is disproportionately impacting black and ethnic minority (BAME) communities, according to a report from Public Health England.
- Around two thirds of healthcare staff who have died as a result of COVID-19 are from a BAME background whereas they make up 20% of the overall workforce.
- Police figures on Stop and Search in Cambridgeshire show that BAME communities are disproportionality targeted.

Council believes:

- Racism in all forms, both structural and in individuals, continues to be a serious and often unseen problem in the UK.
- Peterborough has a good track record when it comes to community relations.
- Although progress has been made in combating racism, work to eradicate it entirely is far from complete.
- This Council, representing people in Peterborough, has a duty as a public leader to actively lead that work.

4.2 The agreed motion stated that the council resolves to instruct the relevant scrutiny committee to form a cross-party Task and Finish group to investigate these matters with terms of reference that include:

- Reviewing and examining the City Council structure to ensure ethnic minorities are not disadvantaged. Understand specifically how many BAME we employ, where are they working, what barriers, if any exist to their career progression and whether a “name blind” recruitment process would aid in the recruitment of more BAME staff. Reviewing the evidence, provide recommendations to Council and devise a set of KPIs and a challenging outturn for us to achieve this.
- BAME access to housing and to homelessness and welfare support are important parts of the council remit. Group to review and recommend concrete actions on how we adopt an actively anti-racist outlook within areas where we have influence by reviewing our corporate policies so that anti- racism is explicit and not implied; by routinely calling for transparent reporting and continuous monitoring of the impact on the BAME community: and if any other meaningful statistics that can be monitored regularly can be produced.
- Review council Equality policies and recommend if any amendments are required.
- Review progress on recommendations produced by this group
- Encourage Peterborough schools to include BAME history and culture in lessons, including providing further historical context for evens normally only seen through the lens of white British history.

4.3 The Adults and Communities Scrutiny Committee is therefore asked to agree to the formation of the task and finish group.

5. CONSULTATION

5.1 Not applicable

6. ANTICIPATED OUTCOMES OR IMPACT

6.1 It is anticipated that the Committee will agree to the formation of a time-limited cross-party scrutiny task and finish group. This will inform the approach the council takes to reduce barriers

experienced by BAME communities or other protected characteristic groups.

7. REASON FOR THE RECOMMENDATION

- 7.1 The recommendations set out in this report follow agreement made at Full Council. In addition, recommendation 5 is made as there are similarities between the work of this proposed task and finish group and the group being proposed to consider the motion presented by Cllr Walsh.

8. ALTERNATIVE OPTIONS CONSIDERED

- 8.1 Not applicable

9. IMPLICATIONS

Financial Implications

- 9.1 There are no immediate financial implications that arise as a result of this work. Any financial implications that do arise through the work of the task and finish group will be set out in the group's final report.

Legal Implications

- 9.2 There are no immediate legal implications that arise as a result of this work. Any legal implications that do arise through the work of the task and finish group will be set out in the group's final report.

Equalities Implications

- 9.3 There are no immediate equality implications that arise as a result of this work. Any legal implications that do arise through the work of the task and finish group will be set out in the group's final report.

Rural Implications

- 9.4 There are no immediate rural implications that arise as a result of this work. Any rural implications that do arise through the work of the task and finish group will be set out in the group's final report.

Carbon Impact Assessment

- 9.5 A Carbon Impact Assessment will be completed to accompany the full report from the task and finish group that will be presented back to the Scrutiny Committee.

10. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985

- 10.1 None

11. APPENDICES

- 11.1 Appendix 1 – Draft Terms of Reference

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