

# **SCRUTINY TASK AND FINISH GROUP TO EXAMINE ISSUES WITH BARRIERS TO EQUALITIES**

## **Terms of Reference**

### **Membership**

TBC

### **Advisers**

Adrian Chapman, Service Director: Communities and Partnerships

Mandy Pullen, Assistant Director of HR

Mohammed Hussein, Assistant Director of Housing

Jawaid Khan, Community Cohesion Manager

Jason Howard, Assistant Director School and Setting Improvement

### **Purpose**

To make recommendations to the Committee to inform the development of initiatives that prevent or mitigate the impacts of inequality.

### **Scope**

Using a combination of reviewing good practice and learning from elsewhere, discussions with expert witnesses, research, analysis of data, and interviews with councillors, develop proposals that:

- Reviews and examines 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. Review the evidence, provide recommendations to Council and devise a set of KPIs and a challenging outturn for us to achieve this.
- Notes that 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.
- Reviews council Equality policies and recommend if any amendments are required.
- Reviews progress on recommendations produced by this group
- Encourage Peterborough schools to include BAME history and culture in lessons, including providing further historical context for events normally only seen through the lens of white British history.

### **Reporting**

The Scrutiny Task and Finish group will report to the Adults and Communities Scrutiny Committee.

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