

Cheltenham Borough Council

Cabinet – 10 November 2020

Agreement to Motion

Report of the Cabinet Member Healthy Lifestyles

Accountable member	Cabinet Member Healthy Lifestyles, Cllr. Flo Clucas
Accountable officer	Strategy and Engagement Manager, Richard Gibson
Accountable scrutiny committee	All
Ward(s) affected	All
Key Decision	No
Executive summary	<p>At Council on 15 June, a motion was presented that in summary asked that the Council commit to organising a conference with Cheltenham's BAME community organisations, to discuss how we might work closer together to challenge bias, both deliberate and unconscious, and racism in all its forms.</p> <p>The motion also asked that all policies, the organisational structure, appointments process and working environment of the Council be interrogated by Cabinet to ensure they reflect the Council's stance on these matters</p> <p>In addition, the motion also asked that the Cabinet look at how CBC can support other councils in less diverse areas through the LGA and that Cheltenham's national representative on the Council of Europe, was asked to raise these issues at the Council of Europe</p> <p>The motion was proposed by Cllr. Flo Clucas, seconded by Cllr. David Willingham and was agreed unanimously by Council</p>
Recommendations	<p>That Cabinet notes the requests set out in the motion, namely:</p> <ul style="list-style-type: none">• To support the organisation of a conference for BAME communities• To carry out a review of the council's policies and practices• To explore how we can support other councils via the LGA• To raise the issues of racism with the Council of Europe <p>And receives the updates to these requests as set out in section 2</p>

Financial implications	<p>The organisers of the conference have asked for a small contribution to facilitate their work in the region of £2k. This will be paid from the inclusion budget.</p> <p>Contact officer: Martin Yates Business Partner Accountant Martin.Yates@publicagroup.uk 01242 264200</p>
Legal implications	<p>There are no specific legal implications arising from this report.</p> <p>More widely the Public Sector Equality Duty (PSED) establishes both a general and specific duties for public bodies such as the Council. In summary, the council must, in the exercise of our functions, have due regard to the need to:-</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act, • Advance equality of opportunity between people who share a protected characteristic and those who do not, • Foster good relations between people who share a protected characteristic and those who do not. In order to demonstrate this due regard, officers consider equalities as part of key decision making processes and where appropriate, will complete an Equality Impact Assessment which is shared with decision makers so they can make informed decisions <p>Contact Officer - One Legal: legalservices@tewkesbury.gov.uk</p>
HR implications (including learning and organisational development)	<p>Publica HR will support the review of policies and practices to ensure the council adopts best practice when it comes to tackling racism. The areas that the review could consider include:</p> <ul style="list-style-type: none"> • Ensuring the Council provides equality, fairness and respect for all staff regardless of employment status. • Ensuring the Council creates a working environment free of bullying, harassment and victimisation. • Ensuring the Council recruits the most suitable person for the job through a fair selection process. • Ensuring the Council does not unlawfully discriminate on the grounds of a protected characteristic as outlined in the Equality Act 2010 in areas including: <ul style="list-style-type: none"> • pay and benefits • terms and conditions of employment • dealing with grievances and disciplinary • dismissal • redundancy • leave for parents • requests for flexible working • promotion, training or other developmental opportunities <p>Contact officer: Corry Ravenscroft HR Business Partner Corry.Ravenscroft@publicagroup.uk 07827 895624</p>

Key risks	Reputation: If the council is not seen as being pro-active in efforts to address racism within Cheltenham, then this will impact on our reputation with our residents and community partners
Corporate and community plan Implications	The recommendation to carry out a review of the council's policies and practices will inform future iterations of the council's corporate plan.
Environmental and climate change implications	None identified as a result of this report

1. Background

1.1 At Council on 15 June, a motion was agreed by council. The wording of the motion is as follows:

Following the killing of George Floyd in Minneapolis and other brutal activity, Cheltenham Borough Council puts on record its support for Black Lives Matter and its total opposition to any kind of racism. Cheltenham Borough Council believes in action, not just fine words.

In conjunction with the Police and Crime Commissioner, Cheltenham Borough Homes, Cheltenham Trust, Festivals and other partners, Cabinet is requested to look at holding a conference for Cheltenham's BAME community organisations, to discuss how we might work closer together to challenge bias, both deliberate and unconscious, and racism in all its forms.

To that end, Council also requests that all policies, the organisational structure, appointments process and working environment of the Council be interrogated by Cabinet to ensure they reflect the Council's stance on these matters. Council would request the Police and Crime Commissioner, Cheltenham Borough Homes, Cheltenham Trust, Festivals and other partners to work together with the Council, to ensure that effective action is taken.

In addition, Cabinet is asked to look at how we can support other councils in less diverse areas through the LGA, by means of exchange programmes and secondment schemes and, for members, unconscious bias training. Further, that Cheltenham's national representative on the Council of Europe, is requested to raise these issues at the Council of Europe; and the Cabinet member to raise issues through Council of European Municipalities and Regions in relation to local government and how, together, we can best fight bias, racism and brutality in all its forms and provide a voice to action, so that in deed and word, Black Lives Matter

2. Update

2.1 To support the organisation of a conference with BAME communities

2.2 Officers have been working with local community organisations on plans for the conference. Initial discussions were led by Cheltenham Together at a forum on 29 August 2020. More detailed plans are now being drawn up by a local group called Lives of Colour with a plan to host the conference on 30 November 2020. The group are working with council officers and Cabinet are asked to support plans for the conference.

2.3 To carry out a review of the council's policies and practices

2.4 Given the rise of the Black Lines Matter movement and the prominence of other inclusion activities, there is recognition that the council's equality and diversity policy framework needs to be refreshed. This will then be supported by the provision of training including the provision of unconscious bias training. It is anticipated that the review will be led by the Director People and Change using expertise from community facing officers and with support from Publica HR, One Legal and South West Audit Partnership. Cabinet are asked to endorse the need for the review

2.5 To explore how we can support other councils via the LGA

2.6 The issue of the councils response to Black Lives Matter will be raised with the LGA during their peer challenge visit happening between 10 and 12 November.

2.7 To raise the issues of racism with the Council of Europe

2.8 Cllr Angie Boyes, is a UK Rep to the Congress of the Council of Europe, will be asked to raise the issue of racism and it is also suggested that the Council of European Municipalities and Regions be also requested to look at the current situation and how diversity in representation might be improved.

3. Next Steps

3.1 It is expected that Cabinet Members will take part in the conference and reports regarding the update of the council's policies and practices will be brought back to Cabinet for approval.

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Appendices	1. Risk assessment

Risk Assessment

Appendix 1

The risk				Original risk score (impact x likelihood)			Managing risk			
Risk ref.	Risk description	Risk Owner	Date raised	I	L	Score	Control	Action	Deadline	Responsible officer
	Reputation: If the council is not seen as being pro-active in efforts to address racism within Cheltenham, then this will impact on our reputation with our residents and community partners	Darren Knight	Sept 2020`	4	3	12	Reduce	Work with community partners to facilitate a conference to discuss racism Deliver a review of internal policies and practices	April 2021	Richard Gibson