

Bristol Race Equality Strategic Leaders Meeting

MINUTES

| <i>Date</i> | <i>Time</i> | <i>Location</i> |
|---------------------------|-------------|--|
| 22 nd May 2019 | 2pm – 4pm | Room 1P 09, Bristol City Council offices, |

Attendance:

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| Present: | Mike Jackson, (Chair, BCC), Cllr Asher Craig, Mayur Bhatt (AWP), Helen Sinclair-Ross (BCC), Andrew Mallin (BCC), Lesley Mansell (NBT), Alex Raikes (SARI), Morag Robertson-Morrice (BCH), Louise Hutchison (Police), Marie-Annick Gournet (CoRE), Steven Neill (UWE), Andy Bennett (A&S Police), Samantha Chapman (UHB), John Smith (OPCC), Sarah Marchant (CPS) |
| Present for agenda items: | Marie-Annick Gournet (CORE) Cllr Rothery (Liverpool City Council) |
| Apologies: | Liz Perry (NBT), Jas Kaur (NBT), Julia Clarke (BCH), Sarah Jenkins (SWAS), Simon Shilton (AFRS), Nishan Canagarajah (UoB), Steve Cross (HMPS), |

| No. | Item title |
|------------|--|
| 1 | <p>Introduction and Welcome</p> <p>The group introduced themselves to those attending the meeting for the first time.</p> |
| 2. | <p>Apologies - As listed above.</p> |
| 3. | <p>Minutes & Matters Arising</p> <p>Minutes from the previous meeting were reviewed, approved and agreed.</p> <p>Andrew updated the group that actions from the previous meeting have all been completed.</p> <p>A discussion took place in relation to the role of Trade Unions in assisting with complaints regarding racism and other forms of discrimination.</p> <p>Mike stated he would welcome any shared learning / suggestions from partners on positive work being done on this theme with Trade Unions.</p> <p>Cllr Craig suggested an event for all agencies to look at the role of Trade Unions in assisting with such cases and how they add value to ensure effective support for individuals raising such complaints. Representation in trade unions was also discussed.</p> <p>Action – Andrew to raise this request with Mark Williams, Head of Human Resources at BCC to discuss the possibility of cross organisational work and to identify whether or not such activities are already in place ?</p> <p>Action – Helen to also raise this through the H.R. Leaders group for consideration of how work on this subject could be progressed.</p> |
| 4. | <p>Group Terms of Reference for Review and sign off</p> <p>The group reviewed the draft updated Terms of Reference (ToR) document that was</p> |

displayed and talked through by Andrew for input. Members had also received copies of the tracked changes included in the update in advance of the meeting.

Andrew informed the group that the majority of amendments focused around updating the document to fall in line with the progress made by the group and its outputs since the original document was created in March 2016.

Mike stated that it was also important to ensure the group's outcomes were clearly stated to make clear we are working collaboratively and effectively to reduce race related inequality across the City and within all organisations.

Feedback on the document and suggested amendments / additions were made.

Decision - Group members were in approval of the document refresh and draft content.

Alex stated that there should be more emphasis in the ToR on how this group supports and empowers the CORE to ensure its sustainability.

Cllr Craig felt the reference made in the ToR to 'alignment with the work of the Commission' was sufficient for now as the CORE are to go through a planned review in the first instance and will bring any proposals to this group for consideration in future.

Alex also added that supporting the VCS should be included in the Terms of Reference. The group noted these comments and requested they be logged in the notes and can be revisited in future for further consideration.

Discussions were also held on the following points with **decisions agreed as below** : -

Membership - All group members to continue to ensure senior decision making leaders attend wherever possible.

Chair – it was agreed the Chair and Vice-Chair roles will be reviewed on an annual basis.

Substitutions – Group committed to ensuring each agency be represented with appropriate substitutions being made for each meeting.

Meeting frequency – group approved the current frequency continue.

Group support / project delivery - Mike flagged that the group support role is already 6 months through the initial agreed 12 month period. Mike added that an early decision on the next phase of this work would be preferable to ensure continuity of work and to dictate future workload agreed by the group.

Action – Mike to write to all group members requesting their thoughts on continuation of the group support and project delivery resource to allow for decision on course of action.

It was also agreed that each organisation attends the meeting independently and whilst agreed group decisions are sought, each member reserves the right to take any contentious decisions back in to their organisation for approval.

Action - Andrew to update the document in response to feedback received and circulate to Leaders group for final comments and adoption of the updated Terms of Reference.

5. **Update from the Commission on Race Equality (focus on the Education strand)**

Marie-Annick Gournet attended on behalf of the Commission on Race Equality to present work being done by CORE focusing on Education. A steering group is in place to focus on Education and skills. Much of this work is being conducted with the Race Equality in Education Group. Some resource and support is being received from Bristol Learning City.

This is a diversely represented group from across the sector.

The key areas of focus for this strand are : -

- BAME representation – teachers , governors etc - Inclusive curriculum
- Community consultation - Cultural competency
- Attainment gap - Recruitment policy

Bristol is comparing very poorly with other major cities nationally with only 9.5% of teachers coming from a BAME background.

Only 26 BAME secondary school teachers out of a total of 1346. Marie-Annick also flagged the very low numbers of teaching students in UWE over the past 5 years.

An event was held in City Hall, with stalls from providers and networking opportunities with leaders across the City and aspiring teaches attending. 107 people attended in total.

Following the event, identified areas to explore further are : -

- Access to schools - Numbers of BAME staff in leadership roles
- % of turnover of BAME staff - Disciplinary action against BAME staff

There will also be a focus on recruitment and retention in the teaching profession, an Institutional review on EDI for schools and work in partnership with Initial Teacher Training Providers to help address the under-representation.

Finance is prominent challenge in delivering this work. Universities are being engaged to try and tackle the low numbers of student teachers. Steven added that this is a consistent challenge across the whole university.

Morag stated that this is also a challenge for the Health case profession.

John stated that consistent data is required to help highlight the most prevalent matters.

Mike asked if CORE are accessing the Head teachers and schools forum to present these challenges with these groups? Asher stated that Cllr Keen as Cabinet lead has been briefed to drive this also through these forums and the Learning City partnership.

Steven also suggested flagging these matters directly to Government to try and lever in funding for Bristol and other cities to tackle these key issues.

Lesley also suggested exploring funding opportunities through WECA as they have an education focus.

Action – Marie-Annick to discuss these matters in a meeting with Jane Taylor from Bristol City Council’s education team for additional support and joint working opportunities.

6. **Presentation and update report on Bristol’s Race Equality Conference**

Andrew informed the group that progress is being made on delivering Bristol's Race Equality Conference. Andrew has been providing regular briefing updates to Cllr Craig.

A high-profile race equality conference was one of the Strategic Leaders groups key stated aims for the 2019 annual work plan of the group. In scoping various options an opportunity has arisen to hold a one day event on Friday 18th October in City Hall. This would form part of the wider 'Festival of Future Cities' Event already taking place in Bristol that week.

The intention is to invite up to 200 delegates from across the city, region and country to get a diverse attendee list of leaders and practitioners in this field.

Recent meetings have been held with Nero Ughwujabo (Special Advisor to Prime Minister) in order to canvass Government support for this event with meetings also planned with the Race Disparity Unit in the Cabinet Office.

Andrew has been working with the Festival of Future Cities team, Cllr Craig and a range of other teams to produce a draft budget which was shared with the group for steer. The intention is to work on sourcing as much of the funding for the event as possible from a range of sources such as : Government departments, sponsorship opportunities and charging for a set amount of tickets.

A formal report requesting resource has been submitted to both Government departments.

Andrew stated that any support from partner agencies towards the running of this event would be much appreciated, be it funding, suggestions for potential sponsors, suggestion of key note speakers or breakout session presenters and particularly support on the day.

Andrew presented an outline of potential national & local speakers and content for breakout sessions for the event. A wide range of stakeholders and networks will be consulted on this work in order to ensure it captures all those involved in this agenda throughout the city.

Decision - The group were supportive of the progress made to date on this and of the proposals relating to this event and to seeing it delivered in October.

Action : - Due to time pressures at the meeting Mike requested that Andrew send the detailed list of asks to all Strategic Leaders group members for their individual responses to help progress work on this.

Action : - Andrew to convene a planning group to assist in the delivery of the event. Nominations for attendees from group members are welcome.

7. **Progress update on engagement with additional agencies / sectors for decision**

Andrew updated the group on progress. The highlights were :

- We now have 5 new public sector agencies (particularly CJS colleagues) committed to attending all Leaders group meetings going forward to being included in the city wide race data product (providing their systems are able to produce it).
- We have 7 of Bristol's major private sector agencies now aware of the work of the group and committed to contributing their data to version 2 of our race data product and engaging in any future opportunities that may arise.
- Discussions held with leaders from the Voluntary and Community sector to also engage where possible to the extent their systems will allow (as well as working together closely to

enable wider engagement for future versions).

A wider stakeholder mailing list has now been implemented to ensure local and national guidance updates are shared more widely across the city.

Some of the main highlights raise by Andrew from this work has been : -

- All have expressed their commitment to sharing their data where possible.
- All wish to engage where possible in future projects / events planned.
- All have recognised and shared their challenges,
- Interest in the work of the H.R. Leaders group.
- All supportive of transparent approach of openly sharing and publishing our data.
- Very worthwhile being able to present the Bristol population data (as well as public sector employment data) and the trajectory of how significantly the diversity of Bristol's population will change over the next decade, as this brought focus to all discussions.

Andrew suggested that this engagement to share the good practice with wider agencies and sectors to challenge and help improve what they record and produce should be a regular feature in all future action plans to help progress city wide improvements.

Decision – The group agreed that invites for future meetings will be sent to VOSCUR (for identification of a Voluntary sector representative), Black South West Network and WECA.

Action : - Due to time pressures at the meeting Mike requested that Andrew send the list of steers required directly to all Strategic Leaders group members for their individual responses to help progress work on this.

8. **Progress update on 2nd iteration of Bristol's Race Equality data product & report**

Andrew informed the group that this project is progressing to time so far. All previous agencies involved in version 1 have again committed to being part of this second version.

A consultation phase was run with the H.R. Leaders group, key RESLG stakeholders and new respondents to ensure a clear data request with explanatory notes was compiled.

4 additional public sector agencies and 5 private sector organisations have also committed to engaging on this version providing their systems can produce the data.

Action : – Andrew requested all group members ensure their data submissions are returned by the deadline of Friday 7th June as per the agreed schedule.

If all responses are submitted on time it will give an opportunity for the returns to be collated, analysed, checked and designed for launch at Bristol's conference.

All group members to be asked to give a 200 word summary to explain their data.

9. **Update from H.R. Leaders group**

Helen stated that a working group has been set up to design and deliver another joint event 'Bristol is Hiring', to be held at Trinity Centre on Thursday 13th June 2019 – 4pm – 7pm. This will include masterclasses, live interviews, help and support with CVs. 8000 copies of the leaflets are going to be distributed by Bristol Waste vehicles.

Action - Helen to add One City logo to promotional literature as requested by Cllr Craig. As a result of city wide staff groups event there is now a Linked-in group up and running to share events and thinking.

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| | <p>D&I and equalities training and development 'offers' are being shared between agencies.</p> <p>Diverse recruiters – options around amalgamation across agencies are being explored.</p> <p>Stepping Up has now won 3 awards. This week the programme won the PPMA award, as well as previously winning the South West mentoring awards and a Bristol Diversity Award.</p> <p>Mike shared his thanks on behalf of the Strategic Leaders group for the positive work being delivered through the H.R. Leaders group.</p> |
| 10. | <p>Lammy Review Sub Group update</p> <p>John Smith informed the group that Desmond Brown has been appointed to the role of Chair of the Lammy Review sub group and will be asked to attend or provide regular updates on the progress of this work to future Strategic Leaders group meetings.</p> |
| 11. | <p>Opportunity – GED Awards 2019</p> <p>Andrew informed the group that following the groups success at the 2018 GED Awards, Bristol has been invited back to run a seminar presentation at the 2019 Awards to share the good practice being delivered across the city. This will also contribute positively to the stated ambition in the group's Integrated Comms plan regarding wide scale promotion of the work being carried out in Bristol on this agenda.</p> |
| 12. | <p>Forward plan preview</p> <p>Andrew to share draft scheduled list of items for next meeting with group members.</p> |
| 13. | <p>*For information item – network lists of key contacts for various relevant groups</p> <p>Andrew circulated a document to all group members highlighting who the various members were of other networks and relevant contact details. Those networks included : H.R. Leaders, Comms Network leads and wider city Stakeholders.</p> |
| 14. | <p>Any other Business -</p> <p>Race Disparity Audit visit – Andrew stated the Race Disparity Unit based in the Cabinet Office have requested to come to Bristol at short notice next week (30th and 31st May) to meet key stakeholders and hear about the good work being delivered across the City.</p> <p>Action – Andrew to follow up and share details with those members volunteering to meet the team in order to ensure partner agencies are involved in the visit.</p> <p>Cllr Craig expressed her thanks for the work being done by Helen, Andrew & colleagues in contributing to the progress being made.</p> <p>It was noted that this would be Steven Neill's final meeting as he is due to retire from UWE in June. Mike formally thanks Steven for all his hard work during his time as a group member and also previously in his role as Vice Chair. Members thanked Steven and acknowledged his positive contribution. Steven advised that UWE will continue to be represented at the meeting and committed to this work.</p> |
| | <p>Date and time of next meeting - Wednesday 24th July 2019</p> |