

# Race Equality Partnership

Proposal to SCPB

# Where did this come from?



**Agreeing the functions** - over the summer, the Task & Finish Group identified the important functions and activities which the legacy body needs to fulfil.



**Finding a model** - with these functions in mind the T&F group discussed options for what form the legacy body should take. There were 1-to-1 conversations, examples shared and inputs from people with different expertise.



**The partnership idea** - a REC legacy partnership was one of the four options originally scoped as a model for a REC legacy body. On 20th September the group discussed and agreed to move forward with a version of this model.

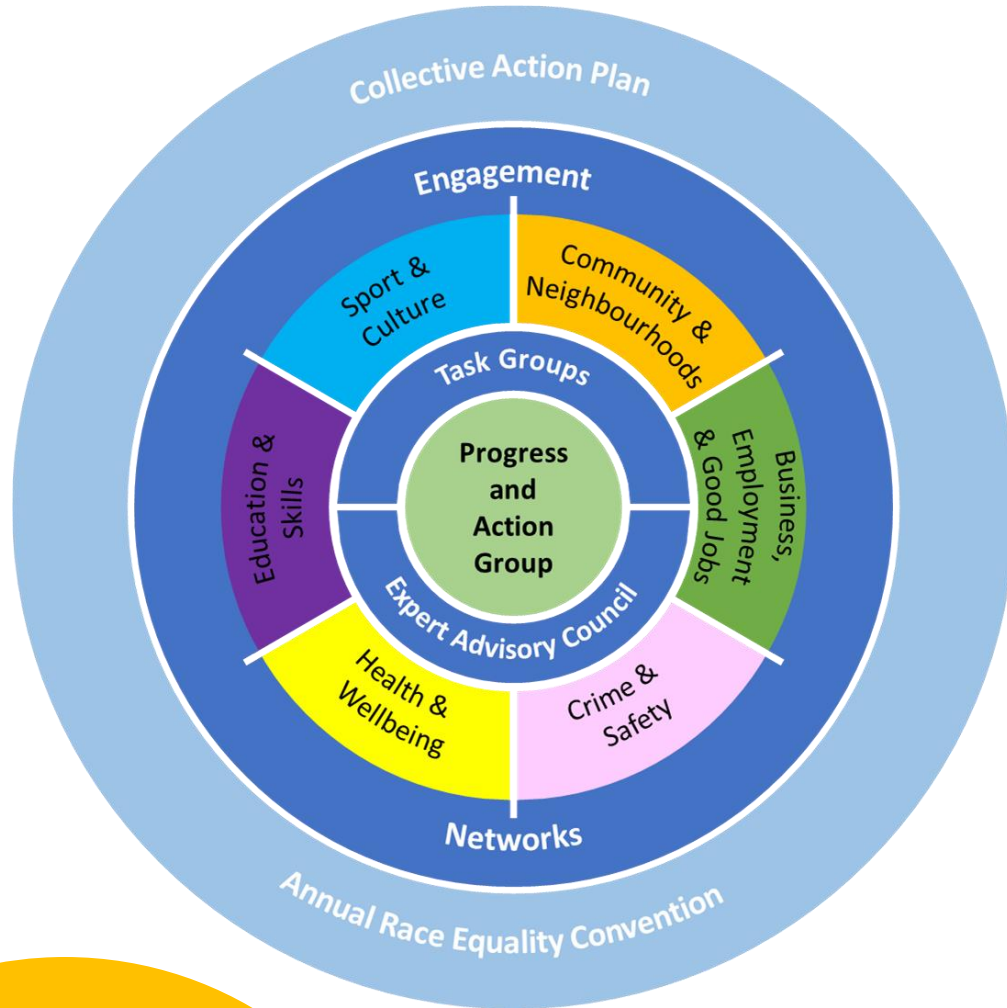


**A detailed proposal** - we are using this as a basis for developing a flexible, innovative and effective model for a legacy body which fulfils the role we need for the city. That model is what we want to describe in this document.

# Proposal: Sheffield Race Equality Partnership

- A partnership made up of **community voices**, representatives of **institutions and organisations** and **structures and spaces** which help these to come together as equals.
- It will:
  - Be **open**, but maintain a safe, respectful space.
  - Reinforce the commitment of individual organisations and groups through the '**anti-racist Sheffield commitment**'.
  - Build collective commitment to action through a '**Collective Action Plan for an Anti-Racist Sheffield**'.
  - **Monitor and review overall progress** towards becoming an anti-racist city, as defined by the Action Plan.
  - **Hold organisations to account** for their progress.
  - Be **independent**, with opportunity for challenge built into its structure and governance.
- The partnership will be supported by a **reciprocal, not hierarchical, relationship with SCPB**; an **independent Chair and Vice Chair**; and a dedicated **Secretariat**.
- It will be resourced through a **dedicated budget** and the provision of **capacity and expertise in kind** from partners.

# High-level structure



- **Annual Race Equality Conventions** - open invite events which bring the whole partnership together to agree actions and discuss progress.
- **Engagement Networks** - properly resourced, engaging Sheffield people in the work of the partnership to determine what actions can and should be taken across key thematic areas.
- **Progress and Action Group** – meets quarterly, brings together the leads from the engagement networks and key institutions, supports progress and provides challenge.
- **Action Plan Task Groups** – pick up on important cross-cutting projects, for example data analysis.
- **Expert Advisory Council** – organises conventions and oversees a biannual review to assess progress.

# Core Principles

For and led by  
Sheffield people

Real  
accountability  
and action

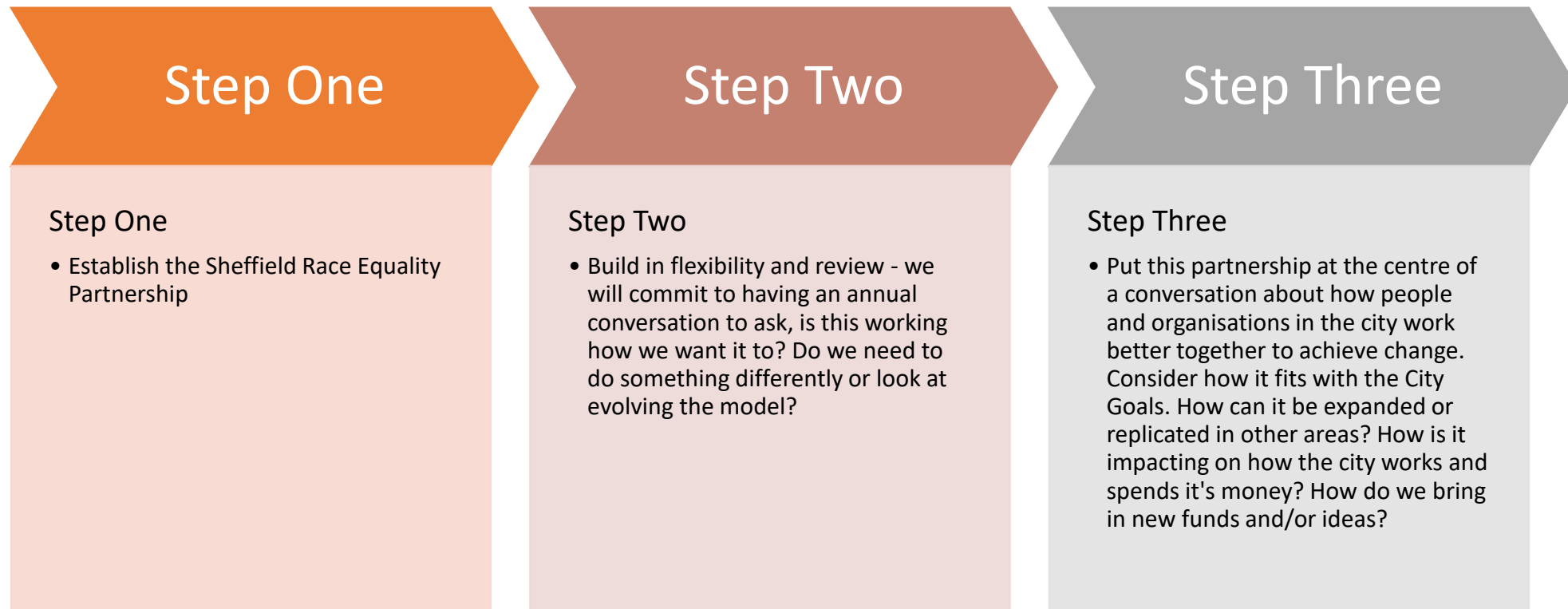
Independence,  
openness and  
transparency

Working together  
and challenging  
each other

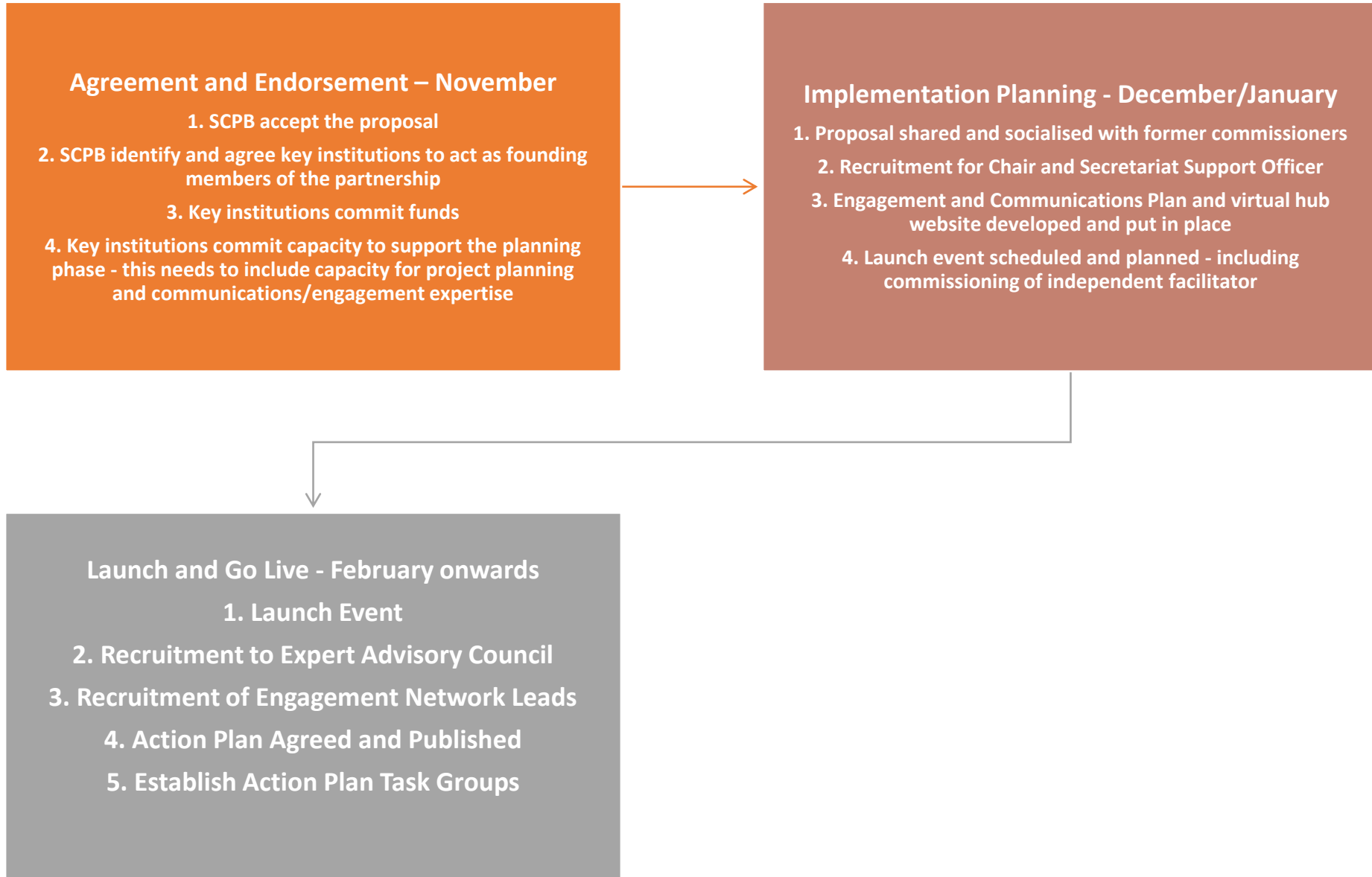
Communicate,  
celebrate and  
educate

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# How should it be implemented?



# Next Steps



# Recommendations to SCPB

- 1. Commitment** - all SCPB partners should be committed in principle and become founding members who are ready to sign-up to the '**anti-racist Sheffield commitment**' at launch. The precise involvement of individual organisations may differ and can be further defined during the planning phase.
- 2. Budget and contributions** – the estimated minimum budget required is **c.£67,877**. It is suggested that this should be covered, at a minimum, by contributions from key anchor institutions on SCPB and the T&F Group, including SHU.
- 3. Support for planning and implementation** - all SCPB members will be asked to contribute some **capacity and expertise in kind**, as appropriate, to support planning and implementation. This may include finalising operational details, recruiting a Chair and Secretariat Support Officer, developing an Engagement and Communications Plan and virtual hub, and planning a 'launch event'.