Race Equality Partnership

Proposal to SCPB



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

Where did this come from?



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 crosscutting projects, for example data analysis.
- **Expert Advisory Council** organises conventions and oversees a biannual review to assess progress.

For and led by Sheffield people

Real accountability and action

Core Principles Independence, openness and transparency

Working together and challenging each other

Communicate, celebrate and educate

How should it be implemented?

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Step One

Step Two

Step Three

Step One

 Establish the Sheffield Race Equality Partnership

Step Two

 Build in flexibility and review - we will commit to having an annual conversation to ask, is this working how we want it to? Do we need to do something differently or look at evolving the model?

Step Three

 Put this partnership at the centre of a conversation about how people and organisations in the city work better together to achieve change. Consider how it fits with the City Goals. How can it be expanded or replicated in other areas? How is it impacting on how the city works and spends it's money? How do we bring in new funds and/or ideas?

Next Steps

Agreement and Endorsement – November

- 1. SCPB accept the proposal
- 2. SCPB identify and agree key institutions to act as founding members of the partnership
 - 3. Key institutions commit funds
- 4. Key institutions commit capacity to support the planning phase this needs to include capacity for project planning and communications/engagement expertise

Implementation Planning - December/January

- 1. Proposal shared and socialised with former commissioners
 - 2. Recruitment for Chair and Secretariat Support Officer
- 3. Engagement and Communications Plan and virtual hub website developed and put in place
 - 4. Launch event scheduled and planned including commissioning of independent facilitator

Launch and Go Live - February onwards

- 1. Launch Event
- 2. Recruitment to Expert Advisory Council
- 3. Recruitment of Engagement Network Leads
 - 4. Action Plan Agreed and Published
 - 5. Establish Action Plan Task Groups

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'.