Sheffield's response to the Sheffield Race Equality Commission

Sheffield City Partnership Board
Friday 23rd September 2022

Why was the REC established?

- The Sheffield Race Equality Commission was set up by the Leader of Sheffield City Council as an Independent Commission in July 2020.

- The Commission was set up as a response to the national and international events as well as local knowledge about communities in the city who were under significant pressures and experiencing inequality.

- The Commission was established as an independent body to evaluate race and racism across Sheffield and to report on it.

Terms of Reference

To invite written evidence from a wide range of interested parties, and to take oral evidence from a cross-section of those with expertise on this matter.

To consider evidence on what has worked with regard to reducing racism and race inequalities within the city and elsewhere.

To make interim recommendations and a full report for publication on completion.

Prioritised 6 areas: Education, Business/Employment, Health, Civic Life and Communities, Crime and Justice, Sport and Culture

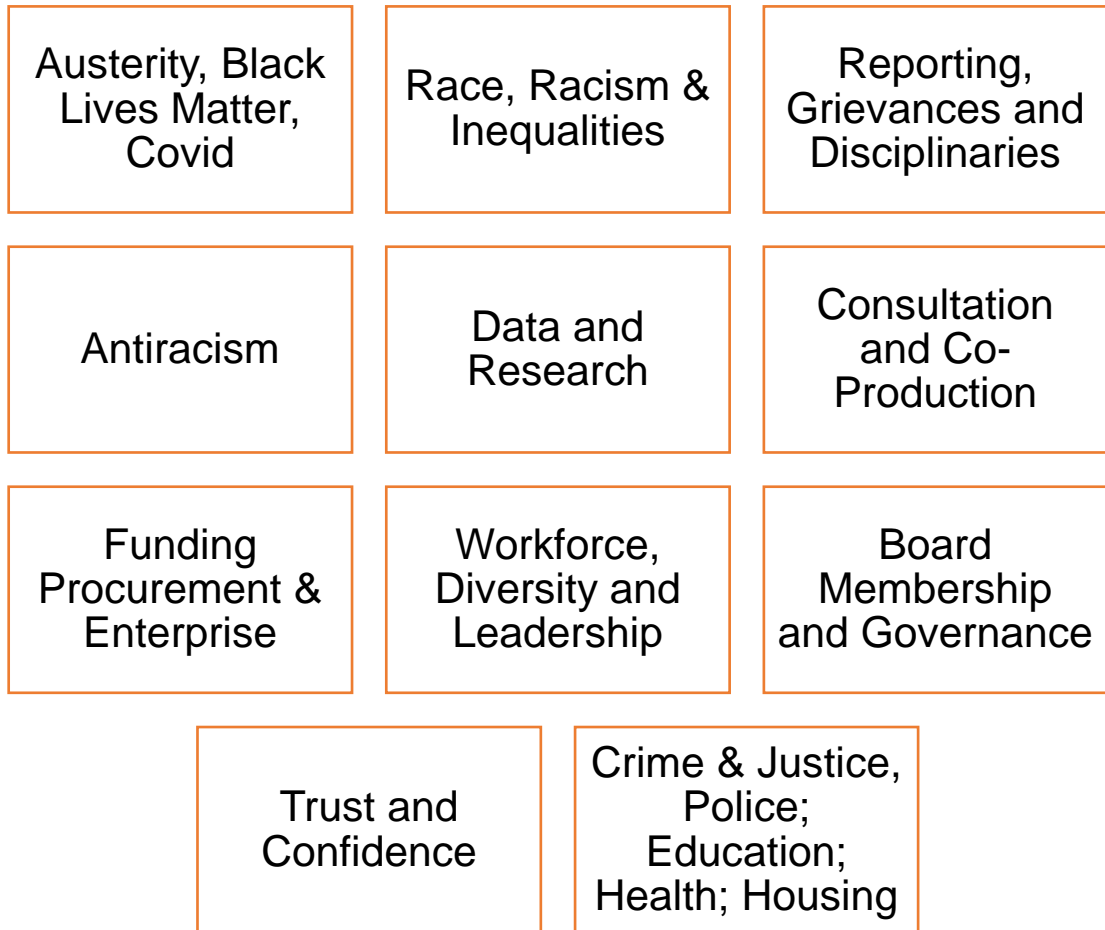To establish a working group to follow up on the recommendations.

"**To consider the nature, extent and impact of racism and racial disparities on the City of Sheffield**"

RACE EQUALITY COMMISSION

REC – headlines on a page

- Independent Chair
- 24 Commissioners
- 12 Days of Hearings (WG)
- 165 Attendees
- 150+ pieces of Evidence
- Over 400,000 transcripts
- Multiple Reports & Related Documents
- Legacy Working Group
- Repeating Patterns – Themes

(General & Specific)
- 'Narrative Rich'
- 7 Recommendations
    - 39 Detailed Action Points

RACE EQUALITY COMMISSION

Austerity, Black Lives Matter, Covid	Race, Racism & Inequalities	Reporting, Grievances and Disciplinaries
Antiracism	Data and Research	Consultation and Co-Production
Funding Procurement & Enterprise	Workforce, Diversity and Leadership	Board Membership and Governance
Trust and Confidence	Crime & Justice, Police; Education; Health; Housing	

Crosscutting themes

RACE EQUALITY COMMISSION

Recommendation 1 – Sheffield an antiracist city

Transparent Measurable Targets

Educating and Developing Leaders and Employees

Empower and Involve Employees from Under-represented Groups

Governing Bodies and City Partnerships

Legacy delivery

RACE EQUALITY COMMISSION

Becoming An Antiracist Organisation: Key Areas

Culture: Zero tolerance policies

Leadership: Line managers to ensure EDI is well managed in their areas

Debiased Systems: EIAs and Robust equality, diversity and inclusion (EDI) controls and processes

Empowered and engaged staff

Governance: A strong diverse membership

Accurate data gathering and reporting

Transparency and accountability: Operates an EDI policy with specific intersectional 'joined up' race content (with EDI performance regularly assessed and published)

RACE EQUALITY COMMISSION

Recommendations 2 to 7

Recommendation 2: Educating Future Generations and Showing Leadership in our Educational Institutions

Recommendation 3: Inclusive Healthy Communities: Wellbeing and Longevity for All

Recommendation 4: One Sheffield in Community Life: Inclusion, cohesion and confidence

Recommendation 5: Celebrating Sheffield Through Sport and Culture: Past, Present and Future

Recommendation 6: Proportionality and Equity in Crime and Justice

Recommendation 7: Sheffield Equal and Enterprising: Supporting Black Asian and minoritised ethnic Business and Enterprise

Responding to the REC Report:
Things to think about

- What practical actions could your organisation take in response to the REC Report and its recommendations?
- What do you see as the challenges in taking forward the recommendations of the REC Report?
- Does your organisation feel confident in talking about Race?
- What additional training to support you in responding to the recommendations/ challenges?
- Would you be interested in a more collaborative working approach to support you?

Key questions for SCPB

1. What is the SCPB role in supporting a citywide response to the REC, adding value at the strategic level beyond your own organisations?

2. What is our role alongside other partnerships in leading Sheffield's ambition to become an antiracist city?

3. How will we ensure a considered and robust response to the recommendation to increase Board diversity?

4. How can we ensure that diverse communities (and particularly those with protected characteristics) are involved in identifying issues and designing solutions as part of the City Goals process?

Recommendation: governing bodies and city partnerships should seek to increase the diversity of their boards to reflect the diversity of their client group and the city.

Options to explore:

- Establishing transparent and measurable targets– we have already developed a monitoring form which we will share with board members and presenters

- Exploring opportunities to increase Board membership as an initial step, whilst recognising that simply adding Board members will not fully address the lack of representation from diverse communities

- Focusing our main efforts on increasing representation through the broader operations of the partnership:

-rotating attendance at SCPB meetings from members of the Equality Partnership

-encouraging SCPB members to attend Equality Partnership meetings

-standing update item on equalities issues from Board members

-holding SCPB meetings and discussions in other spaces and venues and engaging in community conversations

Information, Help & Support

- REC Report - Race Equality Commission | Sheffield City Council

- REC Secretariat raceequalitycommission@sheffield.gov.uk

- Equalities and Engagement Team
  equalitesandinvolvelment@Sheffield.gov.uk