

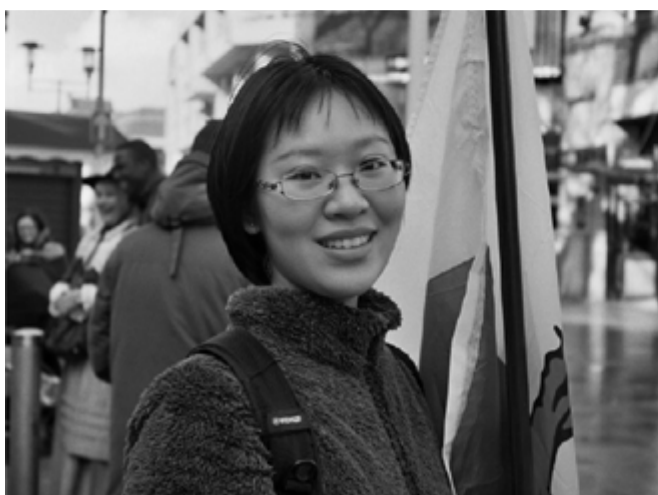
REPORT OF

CARDIFF

RACE EQUALITY

TASKFORCE

EXECUTIVE SUMMARY | MARCH 2022





INTRODUCTION

Over the past eighteen months, Cardiff’s Race Equality Taskforce has been tasked with identifying practical opportunities for change to improve race equality in our city, finding new ways that we could deploy local levers to improve outcomes for Ethnic Minority residents.

This Executive Summary lists the recommendations developed by Cardiff’s Race Equality Taskforce between July 2020- March 2022. It is an executive summary of the full Report of the Race Equality Taskforce, which can be found at: [Cardiff Race Equality Taskforce](#)

The Cardiff Race Equality Taskforce’s Objectives

Cardiff’s Race Equality Taskforce was established to work to the following objectives:






- Work with Cardiff’s communities and organisations to improve and prioritise race equality to achieve an inclusive, cohesive, thriving and representative city;
- Guide Cardiff’s policy and strategy developers to make sure race equality is included in all of their work;
- Use the Council’s convening power to advance race equality in the public, private and voluntary sector, working closely, where required, with the Cardiff Public Services Board;
- Coordinate actions and recommendations to advance race equality, focusing on priority work-streams, identified in consultation with the city’s ethnic minority residents;
- Report our progress on race equality and the general impact of inequality and discrimination on the ethnic minority communities of Cardiff.




Race Equality Taskforce: Priorities for change

In the following pages of this Executive Summary, we provide the itemised recommendations developed by the Taskforce to support future action-planning and delivery on race equality in our capital city.



THEME 1: EMPLOYMENT AND REPRESENTATIVE WORKFORCE

Reference	Recommendation
1.1 	Develop a city-wide network for employers to encourage good practice and collaboration on employment action to improve ethnic minority representation and progression in the local labour market
1.2 	Become a signatory to the Cardiff Community Jobs Compact
1.3 	Use planning and commissioning powers to require employers to recruit apprenticeships from disadvantaged groups and to increase transparency about the diversity of their workforces
1.4 	Support an inclusive and engaged workforce where all staff understand and contribute to race equality action through awareness-raising internal programming
1.5 	Increase participation of ethnic minority groups in the Into Work Advice Service







1.6 	Improve access to and visibility of Cardiff Works for ethnic minority groups
1.7 	Support career progression routes for ethnic minority employees at Cardiff Council
1.8 	Cardiff Council should explore employer led ESOL (English for Speakers of other languages) for Council staff where their language skills are a barrier to progression



THEME 2: EDUCATION AND YOUNG PEOPLE




Reference	Recommendation
2.1 	Strengthen the local approach to bullying and prejudice-related incidents at school
2.2 	Extend the work of Schools of Sanctuary to a broader network of schools and support the participation of refugee and asylum-seeking communities
2.3 	To improve the experiences of Black, Asian and Ethnic Minority learners and teachers in schools by taking an inclusive and anti-racist approach to teaching and school experience
2.4 	Support the diversification of the teaching workforce through a teaching assistant 'Step into Teaching' programme
2.5 	Increase representation of ethnic minority residents in school leadership through a School Governors entry programme
2.6 	Increase visibility of Black and Ethnic Minority role models and public education on Black History through events programming

THEME 3: CITIZEN'S VOICE






Reference	Recommendation
3.1 	Improve data collection and analysis on civic participation
3.2 	Support the Race Alliance Wales manifesto and complete benchmarking against their recommendations to advance race equality in Wales
3.3 	Scope opportunities to increase youth participation and engagement with civic processes and develop mechanisms to support ethnic minority youth representation in politics and decision-making
3.4 	Cardiff Council's elected members should support the Welsh Local Government Association's Diverse Council Declaration, to support diversity in democracy and representation of ethnic minority groups in the capital city
3.5 	Improve representation from Cardiff's ethnic minority communities in key decision-making panels
3.6 	Broaden participation and accessibility in city planning and ensure there are appropriate platforms for engagement and community voice in the design of the city






THEME 4: HEALTH

Reference	Recommendation
4.1 	Improve ethnicity recording within the healthcare system, for both patients and staff
4.2 	Complete further investigation into the experiences of ethnic minority staff and patients and review the complaints and resolution procedure
4.3 	Improve engagement and communication with Black and Ethnic Minority communities around health and health improvement

THEME 5: CRIMINAL JUSTICE

Reference	Recommendation
5.1 	Commit to ethnicity data collection & collaborate on data analysis and exploration at both a local and national level- following the Criminal Justice in Wales approach (formerly All Wales Criminal Justice Board)
5.2 	Cardiff's local criminal justice partnership should develop and invest in tailored or alternative approaches to diversion for ethnic minority groups
5.3 	Cardiff's local criminal justice institutions should invest in a comprehensive cultural competency training approach
5.4 	Sustain and develop current efforts to increase workforce representation within the Criminal Justice System and develop a wider approach to addressing representation across the broader sector, in partnership with the Public Service Board.
5.5 	Cardiff's local Criminal Justice Sector should take part in the Department for Work and Pensions Kickstart Scheme as another means to address workforce representation.

5.6 	Develop improved mental health service pathways and integrated training and support for police officers as first responders
5.7 	Develop new mechanisms to strengthen community engagement and voice in the work of the Community Safety Partnership.
5.8 	Support capacity-building with ethnic-minority led voluntary sector groups to strengthen collaboration and delivery within criminal-justice related voluntary sector support services.

