

FULL COUNCIL

NOVEMBER 2019

REPORT FROM BRISTOL COMMISSION ON RACE EQUALITY (CoRE)

Report summary

This report summarises the work undertaken by CoRE since its inception in 2018.

It originally focused on 6 key areas that were identified as areas where inequality had been visibly identified by the data: **Education; Employment & Economics; Health; Homes and Communities; Criminal Justice; and Leadership & Representation.**

Due to the level of resource and the work needed to deliver the key actions, it was decided to reduce the number of task groups from 6 to 3. This report covers the three revised chosen areas where it was felt that disparity impacted on BAME people most:

- **Criminal Justice**
- **Leadership and Representation**
- **Education**

Background

Bristol is a city where racial and ethnic disparities prevail.

*“Ethnic minorities in Bristol experience greater disadvantage than in England and Wales as a whole in education and employment and this is particularly so for Black African people”
(Runnymede 2017)*

The lived experience and chances for BAME people in Bristol differ significantly and detrimentally from those of white people. CoRE recognises the divergent experiences of different BAME groups and factors of intersectionality.

In education, employment, leadership, health, housing, justice and policing, BAME people experience significant inequalities. For example, black people are **over 6 times more likely to be stopped and searched** by the police (Avon and Somerset Police 2016/17). This is an increase on the preceding year.

The Bristol Mayoral Commission on Race Equality was set up in January 2018 to help address the systemic discrimination and disadvantages experienced by members of its community because of their race or ethnicity.

The Commission has a ‘vision for a city where BAME people are valued and empowered to fulfil their potential’.

1. Objectives:

The objectives of the Race Equality Commission are to:

- 1.1 Operate at the heart of Bristol's communities and institutions to advance and prioritise race equality to achieve an inclusive, cohesive, thriving and representative city.
- 1.2 Influence city, sub-regional and regional leaders who have significant influence on Bristol, particularly in the development of policy and strategy practices and the allocation of resources.
- 1.3 Uphold the Bristol Race Equality manifesto objectives in providing challenge to public, private or voluntary sector organisations through scrutiny processes and profiles.
- 3.4 Report on progress on race equality and the general impact of inequality and discrimination on the BAME communities of Bristol.

2. Function:

- 2.1 Increase the power, representation and influence of BAME people in the city and work collaboratively with partners to effect change, where necessary, across the region and sub-region.
- 2.2 Ensure the effective engagement of BAME communities in the life of the city.
- 2.3 Provide challenge to public, private and voluntary institutions and organisations in relation to race equality.
- 2.4 Engaging with policy and strategy developers to inform processes to ensure that race equality is embedded into planning, delivery and outcomes.
- 2.5 Engaging with organisations and institutions (regardless of their geographical coverage) whose operations impact directly on the BAME communities of Bristol.
- 2.6 Providing independent scrutiny, including through collaboration with, for example, The Bristol Strategic Race Equality Leaders Group, Learning City Partnership, One City Partnership Boards, HR Race Strategic Leaders Group, Bristol Equality Charter Network.
- 2.7 Progress a strategic action plan to be reviewed annually.

The Commission receives £5k per year from BCC to support its work alongside support to minute the commission meetings. It has an independent unpaid Chair. Additional funding has been sourced to facilitate and deliver Community events as part of the Criminal Justice Task group.

The commission has three main focused task groups: **Education; Leadership and Representation; and Criminal Justice.**

The Commission's work plans and independent task groups have consulted with relevant stakeholders at Community led events and task related events.

Work of the Task Groups

1. CRIMINAL JUSTICE TASK GROUP

Chair: Maya Mate-Kole

The Criminal Justice Task Group was established following recognition by the Bristol Manifesto for Race Equality that BAME people were disproportionately represented within the criminal justice system. Demonstrated by Avon and Somerset Police's statistics highlighting that those from a black ethnicity are 9.7 times more likely to be stopped and searched than their white counterparts (Avon & Somerset Police April-June 2019), or that currently 45% of young people in custody identify as BAME, (Ministry of Justice 2019).

The aim of the task group is to address race disparity within the city relating to the Criminal Justice System to be achieved by focussing on the following key areas;

Training

- Consultation with Avon and Somerset Police relating to the development of diversity and inclusion training pathway to ensure cultural competency throughout process.

Stop & Search

- Ongoing scrutiny of Stop & Search statistics, complaints and incidents relating to arrests and within custody.

Representation

- BAME Magistrates Bench programme delivered; offering information, advice and guidance relating to how to become a magistrate, leading to the recruitment of 11 BAME magistrates across the area; increasing BAME magistrate representation to an area record of 33%.
- Ensuring C.O.R.E's representation and influence relating to criminal justice activity including Commissioners membership of the Police Strategic Independent Advisory Group, Women's Independent Advisory Group and Lammy Review Meeting.

Community Engagement

- Facilitating a series of community engagement events focussed on Black and Dual heritage families exploring impact of serious youth violence and the criminal justice system.
- The events promoted community action and offered an opportunity to gather direct feedback from the community to inform strategic priorities, support community action planning and identify gaps in service provision and unmet need.

Aims for the future

- To see an increase in the diversity and race equality within the Criminal Justice System workforce.
- To raise awareness and understanding of rights and responsibilities relating to Stop and Search within BAME communities.

- To encourage and support community action to address serious youth violence in addition to delivering community workshops raising awareness and equipping family members to support young people affected by youth crime.
- To engage with BAME young people regarding the criminal justice system, gathering their views to inform future areas of work for the task group and encouraging a youth led response and action.
- To ensure BAME representation within strategic groups/boards and governance structures relating to criminal justice within the city

2. LEADERSHIP AND REPRESENTATION TASK GROUP (L&RTG)

Co-Chairs: Sandra Meadows (CEO, Voscur), Sumita Hutchison (Commissioning Manager, Adults & Communities, BCC)

Member organisations: Voscur, BCC Adult Commissioning (Social Care), BCC Mayors Office, BeOnBoard, MAG Consulting, SLG Consulting

The Leadership & Representation Task Group of CoRE was established in recognition of the fact that Black, Asian and Minority Ethnic people are significantly under-represented within leadership, management and executive/decision making boards and bodies across Bristol. This is evident across all sectors.

Lack of representation is not only a deficit in democratic terms but also deprives our city of opportunities for economic and social advancement. Diversity of thought, knowledge, experience and talent are key to the advancement of city and society in general.

The L&RTG, therefore, works as a cross sector collaboration to increase BAME representation and leadership in all spheres within Bristol, increasing understanding of the barriers to inclusion and offering support and encouragement to members of BAME communities to enter leadership positions. Our aim is to promote and ensure balanced representation in democratic, economic and social spheres across all sectors in Bristol. The L&RTG also works to ensure that the pathways to positions of influence in the city are accessible and inclusive so as to ensure balance and equity.

The following outlines the groups' key performance indicators (KPIs) and relative progress in each area.

KPIs / Actions

- Participate in Strategic Race Equality Leaders Group to address race inequality in the public sector.
- Influence HR Leaders to deliver diversity in organisations.

Gather data on the private and voluntary sector around salary band, percentage of BME staff within organisations, sickness, and disciplinary cases by ethnicity

Race Equality Strategic Leaders Group (SLG)

In order to help ensure good strategic co-ordination across the SLG and its members, both the joint-Chair of CoRE and the joint-Chair of the Leadership & Representation Task Group regularly attend and contribute to the Race Equality Strategic Leaders Group. The joint-Chair of CoRE also attends and contributes to the HR Leaders Group.

Key aspects of the purpose of the Race Equality SLG is to:

- To uphold the Bristol Race Equality Manifesto objectives
- To ensure alignment and collaboration with the Commission on Race Equality (CORE) and other key strategic groups.
- To steer and provide direction to the established H.R. Leaders group to ensure work is aligned with and focused on contributing towards the stated aims of the strategic leaders group as agreed with CORE.
- To regularly contribute to, and to understand our collective Bristol data on the key challenges and priorities identified and agreed with CoRE including employment, service delivery, commissioning
- To work with CoRE and in partnership with all group members and wider city stakeholders to set targeted action plans to respond to the challenges and opportunities highlighted in the data product and those evident and raised through other channels.

The Leadership & Representation Task Group has been working as part of the SLG to extend the reach of Bristol's Public Sector data product through the inclusion of the VCSE sector. Given the size and scope of the VCSE sector and the fact that participation is not mandatory, Voscur is working on a programme of engagement with organisations of different types, sizes and locations. Following successful engagement, a researcher will be deployed to undertake primary research aligned to the established public sector data sets. We anticipate that this work will begin in early 2020, to set the foundation for VCSE involvement in the full 2020 citywide data collation exercise.

- This will be the first time Bristol's VCSE sector has been included in this area of work which supports the view of the sector as a key strategic partner. Our aim is to impact on inequality and discrimination and to ensure VCSE organisations understand the need for and benefit of diversity and inclusion in relation to race equality and develop a consistent approach to data collection and analysis.

Trade Unions

The L&RTG has written to local trade unions to invite them to contribute to a series of meetings later this year in line with the task group and CoRE objectives.

Unions should be key and critical agencies for ensuring fair and equitable practice through the delivery of best practice responses and advocacy for individuals facing racial discrimination and barriers to progression at work. Whilst there are examples of good practice, guidance and commentary at the national level, the picture at workplace/grassroots level is very different.

We are, therefore, proposing a joint Union Leaders and CoRE meeting (led by the L&RTG) to kick-start what will hopefully be a rolling programme where we would agree key areas of focus linked to a meaningful, time-bound, race equality action plan.

Mayor Marvin Rees will launch this series of meetings and CoRE Commissioners will be there to present an overview of the work of the Commission to date and where we think useful improvement can be made in relation to BAME Union membership and strategic, equalities driven development within Union bodies.

Key Performance Indicators / Actions

- Support the recruitment of BAME leaders, e.g: teachers, NED, City Boards and forums.
- Collaborate and share senior leadership positions, including boards across the BME communities

Increase development and raise opportunities for BME staff wanting to step up into leadership positions. Support and receive reports on the progress of Stepping Up Programme.

Update

Acknowledging the variety of interests and activity in the city in relation to increasing diversity within senior leadership and boards, task group members met to discuss and map potential areas of synergy and duplication across respective programmes and initiatives in the city. This provided useful intelligence on where action and support is needed to increase diversity within leadership and decision making bodies in the city.

We have also begun to engage with variety of BAME Networks in order to promote opportunities e.g. Black Professionals Network, Stepping Up and Black South West Network's BAME Enterprise Network. Next steps are to explore how we ensure this information is also shared at a Community level – mapping and connecting with relevant organisations and individuals across the city with community influence and reach.

Strategically, L&RTG is considering how leadership and development opportunities for BAME professionals within the city can be shared more widely and looking at opportunities to secure the resources necessary to develop a regular (i.e. monthly) bulletin. During the year, L&RTG engaged its networks to assist in identifying suitable BAME candidates to apply to join the City Funds Investment Advisory Committee. Through this work, 2 x BAME females were successfully recruited.

BeOnBoard - the Founder and CEO, Kalpna Woolf, is a member of the L&RTG and contributes to the delivery of all areas of work. BeOnBoard is a Bristol based company currently focussed on supporting businesses and organisations to improve the diversity of their Governing Bodies and Boards. Working collaboratively, BeOnBoard and CoRE L&RTG aim to create a greater pool of diverse, talented and well-prepared Board members from Black, Asian and Minority Ethnic communities. We are also mapping and developing the training and development offer in the city for prospective candidates to better understand

where there are barriers and opportunities. Work on strategic co-ordination has also begun to ensure that other leadership and development programmes, such as Stepping Up, are established as part of a wider framework of delivery for the city.

Stepping Up - CoRE Joint-Chair provided mentoring to the Stepping Up programme in 2018/19. For 2019/20 the Joint-Chair of L&RTG has joined the mentoring team and provides a link to the SU programme. Link has also been established with the Diversity, Inclusion and Employee Initiatives Manager and Senior Business Support Officer for SU

Aims for the future:

- To see an increase in the ethnic diversity leadership positions, on Boards and in decision making bodies in Bristol.
 - Achieve a 10% increase in BAME representation across public, private and voluntary sectors in 2020.
 - Finalise mapping of activity that supports increased leadership and representation within the city to better understand gaps and opportunities.
 - Increase the numbers of BAME people recruited onto leadership development programmes such as Stepping Up and BeOnBoard, so as to strengthen the pipeline of BAME leadership in the city.
 - Develop methods of communication and engagement to ensure the timely dissemination of opportunities across BAME communities.
 - Conduct primary research on race and gender equality across areas of HR within VCSE sector organisations in line with the public sector data product.
 - Work with Criminal Justice & Hate Crime Task Group to support the drive to increase BAME representation within Avon & Somerset Magistracy
 - Deliver the CoRE BAME Bench Prep Programme in 2020.
 - Continue working with local trades unions to establish race equality action plans.

3. EDUCATION TASK GROUP

Chair: Esther Deans

CoRE appointed a CoRE commissioner to take on the Chairperson role of REEG (Race Equality in Education Group) in Oct 2018 to take the education agenda forward after some stagnation with the group who were awaiting a new Chair.

REEG has taken a proactive approach in having an oversight of the current situation in education and connecting education groups to promote a more cohesive approach to education in the city.

Race Equality in Education Group - update and progress:

In response to the Runnymede Trust Report Bristol 2017, the data analysis figures showing the progress/attainment gap based on ethnicity, and the current Bristol context REEG have taken the following actions:

1. **In Dec 2018, REEG commissioned a BAME Teacher Recruitment and Retention event.** This event went to Teach Diverse and was both well attended and well received in the community. It not only encouraged BAME teachers to join the profession but also highlighted different pathways into teaching. REEG are now planning 3 annual commissioned events around BAME Teacher Recruitment and

Retention – a) promotion and connecting with teaching partners b) drop in to support those wanting more information on getting into teaching/support in teaching c) drop in to help to fill out the forms for application into teaching.

IMPACT: so far has shown a 33% rise in BAME applications into teaching. The aim is to increase the current context of 4.4% BAME teachers in Bristol to the national average of 7.5%.

2. **BAME Parent School Governor Recruitment** is also part of our action plan in order to have diverse representation on panel groups to allow BAME voice within education, and to sit on teacher recruitment panels. **IMPACT:** BAME School Governors have an important role in ensuring that BAME voice/considerations are part of the conversation. Research shows the benefits of diverse groups, and moves away from trends of employing those from the group you identify with most.
3. In Feb 2019 **analysis of the KS1-5 data** showed educational gaps based on ethnicity. This looked further into the data around progress, attainment, attendance, exclusions. As part of the REEG action plan **a database on ethnicity** will be set up to look at patterns and trends to improve the current picture of performance for pupils in KS1-5.

IMPACT: will be narrowing the education gap to increase the overall Bristol performance figures of progress and attainment. Currently Bristol is ranked 3rd worst in educational achievement for BAME communities and we are looking to reverse that picture.

4. Alongside the database REEG have also commissioned a **research project** to look at the national and global initiatives that have led to higher performance within the BAME community with a view to bringing this back to the Bristol Context.

IMPACT: Rigorous understanding of what is done differently elsewhere and how this could be implemented into the Bristol Context eg. Why are neighbouring cities like Birmingham, London more able to recruit BAME teachers? How has Hackney schools managed to increase their number of BAME Oxbridge students?

5. **REEG supported the Global Majority Teachers Network** in June 2019 to bring Bristol's BAME teachers together. This group supports teachers through CPD, networking and allowing BAME teachers who often work in isolation a place to share their experiences with other. This is especially important in supporting teachers to stay in teaching – whether through buddy/mentoring models. REEG members continue to work with and support the GMT network and regularly attend group meetings.

IMPACT: the Global Majority Network has already attracted over 27 BAME teachers/educators to join with others also expressing an interest as the group grows.

6. REEG/CORE has undertaken oversight and support for the **One Bristol Curriculum**, working with Cognitive Paths and other organisations. The One Bristol Curriculum supports a more representative curriculum for the communities it serves. Based on an approach asking schools to sign up to a commitment to a more diverse learning environment, the One Bristol Curriculum aims to create lesson plans with a wider representative focus, and well as bringing community projects into the classroom. The aim is to create a greater awareness, tolerance, respect for others through breaking stereotypes and working with communities they may not have had the

opportunity to do in the past. The aim is to increase engagement and relevance of the curriculum as we prepare ALL students to become Global Citizens.

IMPACT: The **One Bristol Curriculum** is now the curriculum many schools are asking to sign up to and feel ready to support. It is important to note that before the **intervention of CORE/REEG** there was much confusion and dissent around the One Bristol Curriculum and those who had charge of it– CORE have worked hard and allowed a cohesive and accepted version of the One Bristol Curriculum. We now have teachers and community projects signed up to this exciting venture that is a beacon pilot – in fact at the last meeting people came from as far as Nottingham to hear our ideas. There are current pilot schemes being delivered with further pilot schemes planned as resources are gathered. It is expected to be ready for launch in 2020.

7. REEG have a commissioned project to address the needs of parents / students / teachers in a changing multicultural environment. Challenges within educational organisations around race and equality suggest that fundamental changes can be made by working together to provide a greater understanding of how this situation can be improved. REEG have commissioned **parent/teacher/student conferences** with a view to address the current inequalities suggested through data and incidents to identify changes to current CPD programmes to support teachers, and identify support needed for parents.

IMPACT: Information identified for CPD programmes to be provided to **CPD providers** who will then become recommended CPD providers for schools (currently there is no real registry or monitoring of the number of providers or quality of provision). Support identified for parents will allow REEG to organise how this need is best met, with current suggestion of advice pages, 'It takes a village' style sessions to support needs, supporting schools to support parents.

8. **Mapping provision in the city** to be housed on CORE/REEG Learning City webpage will enable people in the city to have greater confidence in education in Bristol through having one place they can find support for the educational needs of their children, as well as receiving social support within communities.

IMPACT: Support for BAME pupils and parents within community groups e.g. Black Boys Can, Going for Gold – through knowing where and when these projects are on and how to contact, rather than relying on whether you know someone who knows. This is aimed at raising aspirations and attainment, which can further be monitored through our databases.

9. **Connecting people/connecting communities** – REEG have worked hard to listen to educational groups across all key stages, including further education, as well as connecting with communities. REEG are proud to have addressed all issues on education raised at the 'Take A Village' meeting organised by CoRE.

IMPACT: See the 'Take A Village' updated grid to be able to respond appropriately to community groups showing that we are listening and working on educational shift in Bristol to allow further positive feedback to continue to work with the system.

10. CoRE/REEG are committed to raising education for **ALL students** through its work with the **ONE CITY PLAN** and engages with all communities across the city inclusive of support for South Bristol and its particular context

Conclusion: key points

The task of delivering equality and equity to the city's disadvantaged individuals and communities is no small matter and is a task for us all. The rewards are a stronger, more productive and cohesive place for us all in which to live and thrive. The city needs to embrace the challenge required to make real change through a One City collective approach to delivery. There is a need to explore this opportunity and work towards the Mayoral Commission becoming a City Commission and an integral part of the One City Plan.

There are a number of priorities and key deliverables within each of the task groups that the Commission will continue to lead in the next 12 months such as:

- Achieve a 10% increase in BAME representation across public, private and voluntary sectors in 2020.
- Encourage and support community action to address serious youth violence in addition to delivering community workshops raising awareness and equipping family members to support young people affected by youth crime.
- Achieving acceptance of the **One Bristol Curriculum** to many more Schools in the South West.