

Meeting of:	CABINET COMMITTEE EQUALITIES
Date of Meeting:	12 JULY 2023
Report Title:	ANTI-RACIST WALES ACTION PLAN UPDATE REPORT
Report Owner / Corporate Director:	CHIEF OFFICER FINANCE, PERFORMANCE AND CHANGE
Responsible Officer:	KIRSTY WILLIAMS PARTNERSHIPS AND COMMUNITY SAFETY PARTNERSHIP MANAGER
Policy Framework and Procedure Rules:	There is no effect upon policy framework and procedure rules arising from this report.
Executive Summary:	This report provides an update on the delivery of the Welsh government Anti-racist Wales Action Plan in Bridgend County Borough

1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet Committee Equalities on the work underway and being considered to deliver the Anti-racist Wales Action Plan for Bridgend County Borough Council.

2. Background

- 2.1 On 7 June 2022 Welsh Government published the [Anti-racist Wales Action Plan](#) setting out the intention to be an anti-racist nation by 2030. The Plan covers actions to be undertaken between June 2022 to June 2024 with the intention being to learn from the work undertaken during this period. Welsh Government will then develop revised goals and actions for the subsequent period.
- 2.2 The focus of the Plan is on the changes we wish to collectively make to people's experiences of racism in six different aspects of their lives. These are:
- Their experience of racism in every-day life;
 - Their experience of racism when experiencing service delivery;
 - Their experience in being part of the workplace;
 - Their experience in gaining jobs and opportunities;
 - Their experience when they lack visible role models in positions of power;
 - Their experience of racism as a refugee or asylum seeker.
- 2.3 Since the publication of the Plan we have been liaising with colleagues across South Wales around approaches for the delivery of the Plan and are awaiting updates on the appointment of implementation leads.

2.4 The Head of Partnerships Services attended the 'One Public Service Anti-Racism Summit' on 17 May 2023. The summit, hosted by Jane Hutt AS/MS, Minister for Social Justice, discussed both the Anti-Racist Wales Action Plan and the Criminal Justice Anti-Racism Action Plan for Wales, with a view to understanding anti-racism in the public and third sector.

3. Current situation / proposal

3.1 In the absence of the implementation leads, the Community Safety Partnership in Bridgend have worked with Equalities and the regional Community Cohesion officer for Western Bay to discuss how the council can deliver the Plan.

3.2 These discussions have focused on the need for communication and the involvement of staff from different ethnic minority communities in considering and designing our approach to delivering the Plan. We intend to use existing networks and forums as well as establishing new ones to address gaps, to engage with staff and hear their experiences.

3.3 We understand that in some other local authorities, such as Cardiff and Swansea, the Equalities Leads have reviewed the Plan and apportioned the sections of the Plan to the relevant departments, such as education, social care, employability, and skills. Their Equality Officers are currently acting as the holding point for the Plan until further guidance is provided. We will be taking a similar approach once there is clarification on the implementation of the Plan and the delivery expectations.

3.4 One of the ways in which Bridgend is leading the way in delivering against the Anti-Racist Wales Action Plan is through the development of an 'app' that can be used for reporting and monitoring the use of hateful and/or extremist images, stickering and graffiti. Bridgend County Borough Council, working alongside Swansea University, were successful in applying for funding through Welsh Government's SMART Partnership scheme. The app has the working title 'StreetSnap', and a research assistant has been employed to support the development. The app is a pilot and is being developed with a view to being rolled out nationally.

3.5 As a pilot, the researcher will be holding focus groups with colleagues from across the relevant departments, both internal to the council such as street cleaning, town centre management, parking, highways as well as external, including Police colleagues. This is all towards building an improved understanding of extremist and radical sentiment in the county borough and any emerging concerning trends or hot spots. These focus groups will test the app and its usability with stakeholders in the coming months. Guides and training will also be developed.

3.6 Dr Lella Nouri, associate professor and director for the Masters programme on cyber-crime and terrorism at Swansea University, has been involved in the SMART partnership and will be helping to improve our understanding of hateful images as the app develops, building intelligence into the app.

3.7 This innovative approach to understanding the problem and threat posed by hateful images will help Bridgend County Borough Council in its duty to deliver against the Anti-racist Wales Action Plan and contribute to Wales being an anti-racist nation.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services, and functions. This is an information report; therefore it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The update in this report demonstrates the sustainable development principle by ensuring that by meeting the needs of the present they do not compromise the ability of future generations to meet their own needs, and this is evidenced through the five ways of working:

- Long term – the work being undertaken and planned has the long-term view of creating an anti-racist Bridgend, and Wales, by 2030.
- Prevention – working with partners to prevent our residents from experiencing and being exposed to racism.
- Integration – the delivery of the Anti-racist Wales Action Plan will be integrated in the work of the council and its departments.
- Collaboration – the StreetSnap SMART Partnership work is a collaboration between Bridgend County Borough Council, Swansea University and Welsh Government and will bring together stakeholders from across the public sector.
- Involvement – the proposed way of delivering against the Plan has involvement from our staff and their input at its heart. The stakeholder sessions and app development are also based on involving people.

5.2 The update also provides information on how the approach taken to deliver the Anti-racist Wales Action Plan is connected to the Corporate Well-being Objectives, specifically:

- A County Borough where we protect our most vulnerable
- A County Borough with thriving valleys communities
- A County Borough where we help people meet their potential
- A County Borough where people feel valued, heard and part of their community
- A County Borough where we support people to live healthy and happy lives

6. Climate Change Implications

6.1 There are no direct climate change implications arising from this update report.

7. Safeguarding and Corporate Parent Implications

7.1 This update report has no direct safeguarding and corporate parent implications. Delivering the Anti-racist Wales Action Plan and creating an anti-racist Bridgend will

help to safeguard and promote the well-being of children, young people and adults at risk of abuse or neglect.

8. Financial Implications

8.1 There are no direct financial implications arising from this update report.

9. Recommendation

9.1 That Cabinet Committee Equalities note the content of this update report.

Background documents

None