

**Neath Port Talbot County Borough Council
Cyngor Bwrdeistref Sirol Castell-nedd**

**Democratic Services
Gwasanaethau Democrataidd**

Decision Notice

CABINET - URGENCY ACTION , FRIDAY, 19TH MARCH, 2021

Please see below approval of decision as follows:

1. **Zero Racism Wales Policy - 93TD - Urgency Action** (Pages 3 - 14)

Zero Racism Wales Policy.

That approval be granted to sign the Race Council Cymru's Zero Racism Policy Pledge as part of the Zero Racism Campaign and to demonstrate the Council's commitment to eliminate race discrimination as evidenced in its Strategic Equality Plan.

For Immediate Implementation

Yours sincerely

Tammie Davies

p.p Chief Executive

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

19 March 2021

Report of Head of Human and Organisational Development - S Rees

Matter for Decision

Wards Affected: All Wards

Report Title: Zero Racism Policy Pledge

Purpose of Report

1. For members to consider the signing of the Race Council Cymru's Zero Racism Policy Pledge as part of the Zero Racism Campaign and the Council's commitment to eliminate race discrimination as evidenced in its Strategic Equality Plan.

Executive Summary

2. The Race Council Cymru's (RCC) Zero Racism Policy, which addresses racial prejudice, racial discrimination, harassment and victimisation, has been endorsed by Welsh Government.
3. The policy is part of the RCC's wider Zero Racism Wales campaign – of which we and other organisations have been supportive.
4. The WLGA is supporting the call for Councils to sign up to the Zero Racism pledge, Appendix1, which was considered at the recent WLGA Equality Cabinet Members meeting.
5. While the Council's Strategic Equality Plan contains a strong commitment to tackling racism signing the Zero Racism Wales Policy will give a clear and formal commitment to tackling racism.

Background

6. The Leader's statement following the atrocious events in May last year and the intensification of the Black Lives Matter movement helped pave the way in considering how the Council tackled racism as well as contributing to a review of its equality objectives and actions.

7. Engagement and conversations with staff and representatives of our local Black Asian and minority ethnic minority communities to take place during the autumn to better understand the issues/barriers faced both as residents and as employees of Neath Port Talbot Council.
8. Consequently, actions were developed as part of the Strategic Equality Plan to address the issues raised and were adopted by Council on 27 January. Additionally as a direct result of conversations with staff a Race Equality Action Plan has been developed to address employment issues.
9. During 2020 Welsh Government began work on its Race Equality Action Plan for Wales and as part of its commitment to reduce inequality has supported the Race Council Cymru in its Zero Racism Wales Campaign
10. The Race Council Cymru (RCC) is an overarching body established by ethnic minority grassroots communities to bring key organisations to work together to combat racial prejudice, racial discrimination, harassment and victimisation.
11. The Zero Racism Wales Policy is part of its wider Zero Racism Wales Campaign which has been promoted by many organisations across Wales. The Council participated in this campaign by promoting it on its own social media platforms.
12. Welsh Government has endorsed the campaign and the Wales TUC and Unison Wales are among RCC's partners.
13. 13 Councils have already signed the pledge and the WLGA will be doing so shortly.

The Zero Racism Wales Policy Pledge

14. The Pledge isn't a quality mark or accreditation and there is no test or application to be made. The commitments in the Zero Racism Wales Policy reflect the principles of the Public Sector Equality Duty which underpin the Council's work as well as making explicit commitments which complement the Council's equality objectives and actions and its employment policies and practices.
15. By signing the pledge, and thereby supporting the policy, the Council agrees to take a stand against racism and promote a more inclusive and equal workplace and society that gives every individual in Wales the right to feel safe, valued and included.

Financial Appraisal

16. The commitments in the Zero Racism Wales Policy will be met by the equality objectives and actions as included in the Strategic Equality Plan and/or actions already identified in existing strategies/plans, to address the impacts of identified race inequality.

Integrated Impact Assessment

17. A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016.
18. The first stage assessment, attached at Appendix 2 has indicated that a more in-depth assessment is not required. A summary is included below.
19. The whole ethos of the Zero Racism Wales Policy is to address racial discrimination, harassment and victimisation as well to advance equality of opportunity between different groups. As the Policy reflects and complements the Strategic Equality Plan, for which a full assessment has been undertaken, it is not considered necessary to undertake a full assessment in this instance.

Valleys Communities Impact:

20. There are no implications associated with this report.

Workforce Impact

21. The Zero Racism Wales Policy reflects the Council's compliance with employment legislation and with its own employment policies.

Legal Impact

22. Under the Equality Act 2010 the Council is subject to the Public Sector Equality Duty and signing the Zero Racism Wales Policy will help evidence this.

Risk Management

23. Having been committed to tackling racism in all its forms, particularly in light of events over the last year, missing the opportunity to sign the Zero Racism Pledge would negate the Council's work to date and would impact on its reputation for the future.

Crime and Disorder Impact

24. The Council has a legal duty under Section 17 of the Crime and Disorder Act 1998 to carry out all its various functions with "due regard to the need to prevent Crime and Disorder in its area".
25. The commitments contained in the Zero Racism Policy assist us in discharging the crime and disorder duty.

Consultation

26. There is no requirement for external consultation on this item.

Recommendation

27. Having had due regard to the first stage integrated impact assessment it is recommended that Cabinet signs the Zero Racism Wales Pledge as part of the Zero Racism Campaign and the Council's commitment to eliminate race discrimination as evidenced in its Strategic Equality Plan.

Reason for Proposed Decision

28. To help meet the requirements of the Public Sector Equality Duty as set out in the Equality Act 2010.

Reason for Urgency

In readiness for the Zero Racism Wales launch event at 12.00 on Sunday 21st March 2021.

Implementation of Decision

29. The decision is an urgent one for immediate implementation, subject to the consent of the relevant Scrutiny Chair (and is therefore not subject to the call-in procedure).

Appendices

30. Appendix 1 – Zero Racism Wales Policy Pledge
31. Appendix 2 – First Stage Integrated Impact Assessment

Background Papers

[Strategic Equality Plan 2020-2024](#)

[Strategic Equality Plan - Actions to meet the Equality Objectives](#)

[Strategic Equality Plan 2020-2024 - Integrated Impact Assessment](#)

Officer Contact

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33. Mrs Rhian Headon Corporate Policy Officer Equalities and Welsh Language Tel: 01639 763010 or email r.headon@npt.gov.uk

Zero Racism Wales Policy

Neath Port Talbot Council Statement of Intent

Neath Port Talbot Council welcomes the breadth and diversity of tradition, belief and culture of the community. It seeks to create, maintain and promote a community in which each person is treated fairly and equally irrespective of race.

Neath Port Talbot Council confirms its commitment to a policy of equal opportunities in employment and service delivery. Individuals will be selected and treated on the basis of their relevant merits and abilities and will be given fair and equal opportunities within the Neath Port Talbot Council. Equally, we confirm our commitment to treating all staff, clients, customers and service users in accordance with this policy.

Neath Port Talbot Council commits to adhere to the Equality Act 2010 and provide fair and equitable services to people from all race and other protected characteristic backgrounds. The aim of the policy is to ensure that no job applicant or user/ visitor/ guest receives less favourable treatment on any grounds which are not relevant to good employment practice. We are committed to a programme of action to make this policy fully effective.

Neath Port Talbot Council Policy Statement

Neath Port Talbot Council commits to promoting a zero tolerance to racism throughout Neath Port Talbot Council, this means that:

- **We will** take a stand against racism and promote a more inclusive and equal society for all.
- **We will** not tolerate racial prejudice, discrimination, harassment, victimisation, abuse, or violence against any individual.
- **We will** stand in solidarity, come together, and say no to racism, in all its forms.
- **We will** promote good race relations between people from diverse ethnic backgrounds in Neath Port Talbot.
- **We will** promote equal and fair opportunities for people from diverse ethnic backgrounds to attain promotion.
- **We will** eliminate unlawful race discrimination, harassment, victimisation and abuse.

Neath Port Talbot Council Responsibility

All persons at all levels have certain responsibilities. Good relations and practice and the achievement of an inclusive community depend on all members of Neath Port Talbot Council treating their fellow members/ users/ visitors with respect and dignity. Therefore, all persons are expected to:

1. Co-operate with measures to advance equality and diversity and to eliminate unlawful discrimination.
2. Treat all members of staff in a fair and non-discriminatory manner, respecting differences.
3. Not discriminating where such members might have power over others.
4. Not inciting or attempt to induce others to behave in discriminatory ways.
5. Not victimising or attempt to victimise anyone who has made complaints of discrimination, harassment, victimisation or abuse or who has provided information on discrimination.
6. Eliminate harassment abuse or intimidation of others on the grounds of race or ethnicity, for example in attempts to discourage them from applying for vacancies or volunteering opportunities within Neath Port Talbot Council.
7. Inform an appropriate person if a form of discrimination, harassment or victimisation is taking place.
8. Take appropriate action where they are informed that an act or acts of discrimination, harassment or victimisation have occurred.

Monitoring

It is Neath Port Talbot Council policy to monitor equality and diversity across all aspects of its activity. This includes:

- The admission and recruitment of staff, volunteers, members, users and visitors.
- The number and nature of complaints, grievances and disciplinary actions.
- The resignations and withdrawal rates of staff, clients, customers and/or service users.

Monitoring in this way will reveal whether particular groups experience disadvantage and whether they receive fair and equitable treatment in relation to either their employment or their use of Neath Port Talbot Council.

Where unfair practices are discovered through the monitoring process, necessary action will be taken to remedy the disadvantage.

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Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: Zero Racism Wales Policy – Pledge
Service Area: Corporate Policy
Directorate: Chief Executive's

2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age			✓		L	
Disability			✓		L	
Gender Reassignment			✓		L	
Marriage/Civil Partnership			✓		L	
Pregnancy/Maternity			✓		L	
Race	✓				H	The Policy addresses racial prejudice, racial discrimination, harassment and victimisation. It is anticipated that there will be positive impacts similar to those identified in the assessment of the Strategic Equality Plan as both contain similar commitments.

Religion/Belief	✓				M	As there is undoubtedly a close link between race and religion/belief for many communities the commitment in the Policy will be relevant to this characteristic. It is anticipated there will be positive impacts as a result of the Policy which reflect those identified in the assessment of the Strategic Equality Plan.
Sex			✓		L	
Sexual orientation			✓		L	

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language			✓			
Treating the Welsh language no less favourably than English			✓			

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity			✓			
To promote the resilience of ecosystems, i.e.			✓			

supporting protection of the wider environment, such as air quality, flood alleviation, etc.						
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6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people			By signing the Zero Racism Wales Pledge the Council will be contributing to the following wellbeing goals for the long term wellbeing of resident and staff: <ul style="list-style-type: none"> • A more equal Wales • A Wales of cohesive communities
Integration - how the initiative impacts upon our wellbeing objectives			Signing the Zero Racism Wales Pledge will complement and contribute to the Council's Wellbeing objectives and the priorities in the Council's Corporate Plan.
Involvement - how people have been involved in developing the initiative			Race Council Cymru was established by ethnic minority grassroots communities as an overarching body to bring together key organisations to combat racial prejudice, racial discrimination, harassment and victimisation.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions			By signing up to the pledge the Council will be making a commitment to support and work with others, including Welsh Government, Wales TUC I Regional Community Cohesion Officers and other local councils amongst others, to combat racial prejudice, racial discrimination, harassment and victimisation.
Prevention - how the initiative will prevent problems occurring or getting worse			By supporting the Zero Racism Policy the Council will make a (further) formal commitment to ensure that racism and inequality is addressed through its services and employment practice thereby helping reduce and ultimately prevent problems occurring in the future.

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	✓
Reasons for this conclusion	
<p>The Policy reflects the commitments made in the Council’s Strategic Equality Plan 2020-2024 and as such will likely have similar positive impacts for the protected characteristics of race and religion/belief.</p> <p>The commitments in the Zero Racism Wales Policy reflect the principles of the Public Sector Equality Duty which underpin the Council’s work as well as making explicit commitments which complement the Council’s equality objectives and actions and its employment policies and practices. as a result the potential positive impacts will be similar to those identified in the assessment that was undertaken as part of the development of the Strategic Equality Plan .</p>	

	Name	Position	Date
Completed by	Rhian Headon	Corporate Policy Officer (Equalities and Welsh Language)	18.03.21
Signed off by		Head of Service/Director	