

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

30 June 2021

Report of the Head of Human & Organisational Development – S Rees

Matter for Decision

Wards Affected: All Wards

Report Title: An Anti-Racist Wales: The Race Equality Action Plan for Wales - consultation draft response.

Purpose of Report

1. To approve a consultation response to Welsh Government's An Anti-Racist Wales: The Race Equality Action Plan for Wales on behalf of Neath Port Talbot Council.

Executive Summary

2. The challenges and inequities faced by ethnic minority communities became more prominent over the last year when events 'shone [a light] on the systemic and institutional racism faced by Black, Asian and Minority Ethnic communities both in Wales and elsewhere'. Recognising that urgent action was required, Welsh Government together with partners and stakeholders have developed a Race Equality Action Plan.
3. The Race Equality Action Plan set out the vision for an anti-racist Wales, bringing about meaningful change to the lives of ethnic minority people.
4. The Welsh Government is carrying out a 12-week consultation seeking views from individuals, communities, community based groups, trade unions, experts by research and from public, private and third sector partners to further refine and develop the Action Plan.
5. Members are asked to approve a draft response to the consultation on behalf of the Council.

Background

6. In March 2020 a commitment was made by the Welsh Government to produce a Race Equality Action Plan (Action Plan), following calls from the Wales Race

Forum and broader stakeholders. Following the convening of the First Minister's Black Asian and Minority Ethnic COVID-19 Steering Group work and the [Socio-economic Sub Group report](#) recommendations, the work to develop the Action Plan was accelerated.

7. Together with partners and stakeholders a Race Equality Action Plan was developed which included a vision where '...Wales is a country that is anti-racist, where everyone is treated as an equal citizen', along with details of goals and actions to meet this vision by 2030.
8. The following priority action areas were identified:
 - education
 - employment and income
 - leadership and representation
 - health
 - social care
 - hateful crime and justice
 - housing and accommodation
 - arts, culture, sports and heritage
 - local democracy
 - environment
 - Welsh language
 - cross-cutting issues
9. Responses to the Action Plan consultation will help refine and develop the final version of the Plan which Welsh Government aims to publish in autumn 2021.

The draft response to the Race Equality Action Plan consultation

10. Officers have drafted a response to the consultation document, Appendix 1, in relation to:
 - the vision, purpose and values for an anti-racist Wales
 - the different policy areas that should develop tangible goals, actions and outcomes
 - areas of government work that may have been missed
 - barriers to achieving our goals, action and outcomes
 - the use of language.
11. Development of the plan is founded on irrefutable evidence including personal experience shared by many in our communities, academic research and worldwide activism that has brought about clarity, and shame, that 'systemic and institutional racism is faced by Black, Asian and Minority Ethnic in Wales...'.
12. The whole ethos that permeates the Action Plan, from its purpose through to its 'imagined future of 2030' (an envisaged future would possibly be a better description), cannot be disagreed with.

13. The policy areas predominantly reflect those in the EHRCs 'Is Wales Fairer?' and the qualitative evidence that has accompanied government enquiries, local research and global events over the last year.
14. While the Race Equality Action Plan is overwhelmingly supported, like all action plans its realisation will be dependent on a range of issues, including a shared understanding, buy in from all sectors, sufficient resources and access to support and advice.

Financial Appraisal

15. A number of actions identified in the Race Equality Action Plan are already in train and so are budgeted for. However, there will be a significant number of actions that cannot be met or can only be met in part through existing budget, thereby increasing financial pressures over the life of the Action Plan.

Integrated Impact Assessment

16. An [Integrated Impact Assessment](#) has been undertaken by Welsh Government as part of the development of the Race Equality Action Plan and thus a further assessment is not required for the response to the consultation.

Valleys Communities Impact

17. The implementation of the Race Equality Action Plan will contribute to supporting the valley communities.

Workforce Impact

18. It is anticipated that the Race Equality Action Plan will be implemented either as part of work already in train/due to be implemented or as completely new actions with no additional resources to accompany the Plan.

Legal Impact

19. The Race Equality Action Plan fulfils the requirements of the Public Sector Equality Duty in the Equality Act 2010.

Risk Management

20. The Race Equality Action Plan has been developed as part of Welsh Government's moral and legal obligations. Failure to meet the Public Sector Equality Duty could lead to a compliance notice from the Equality and Human Rights Commission (an

independent statutory agency established under the Equality Act 2006) as well as reputational risk to all concerned.

Consultation

21. Welsh Government's consultation period begun on 24 March 2021 and will end on 17 June 2021.

Recommendations

22. That members consider and approve the draft response to the Welsh Government's consultation on 'An Anti-Racist Wales: The Race Equality Action Plan for Wales', which will be submitted as a response on behalf of Neath Port Talbot CBC.

Reason for Proposed Decision

25. To help support the statutory requirements set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

Implementation of Decision

26. The decision is proposed for implementation after the three day call in.

Appendices

27. Appendix 1 – Response to the consultation on 'An Anti-Racist Wales: The Race Equality Action Plan for Wales'

List of Background Papers

- [An Anti-Racist Wales: The Race Equality Action Plan for Wales](#)
- [An Anti-Racist Wales: The Race Equality Action Plan for Wales Summary](#)
- [Consultation Document](#)
- [Welsh Government's Integrated Impact Assessment](#)

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