

# **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

## **PERSONNEL COMMITTEE**

**25<sup>TH</sup> SEPTEMBER 2023**

### **REPORT OF THE HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT – SHEENAGH REES**

#### **Matter for Decision**

**Wards Affected: All wards.**

#### **Anti-Racism Charter**

#### **1. Purpose of Report:**

The purpose of this report is to seek Member approval for the Council to pledge its commitment to Unison's Anti-Racism Charter. The charter is an initiative that commits organisations and its leaders to take Anti-Racism seriously.

#### **2. Executive Summary:**

In signing, the Council pledges that it will introduce the commitments outlined in the Anti-Racism Charter within 12 months. Doing so will demonstrate our commitment to addressing any racial disparities in recruitment, in promotions, in training opportunities, in employment relations procedures such as disciplinary and in pay.

The charter aligns with our Future of Work Strategy ambition to become a proud Anti-Racist Council.

#### **3. Background**

The Welsh Government Race Equality Action Plan sets out to tackle structural racial inequalities in Wales in order to make 'meaningful and measurable changes to the lives of Black, Asian and Minority Ethnic people by tackling racism' and achieve 'a Wales that is anti-racist by 2030. In

response, the Council has created an Anti-Racism Action Plan. Some of the actions already delivered include:

- **Successful creation of the Ethnic Minority Employee Network.** The network's aim is to provide a safe, confidential environment to network, socialise, question, challenge, raise issues and receive support and advice in relation to race equality. The network's main goal is to turn discussions into tangible actions to improve the ethnic minority employee experience and to create cultural change, accountability, and anti-racism within the Council.
- **Remove barriers to employment and promotion opportunities.** To promote Neath Port Talbot as an employer of choice the following actions have been taken:
  - Partnership with Neath Port Talbot Community BME Association which includes holding collaborative recruitment events with the BME Community and distribute regular vacancy details for the association to share within the BME Community.
  - Trial anonymised application forms
  - Clear Anti-Racism Statement added to Jobs website.
  - Employee Network and Anti-Racism Action Plan information included in Corporate Induction sessions.
- **Provide employees with the opportunity to influence the council's policies and practices via the Ethnic Minority Employee Network.** Actions include the delivery of a trial session of Anti-Racism Training to the Employee Network with their feedback on the relevance of its content influencing the roll out, and the opportunity to contribute to the Council's revised Dignity at Work Procedure.
- **Draft Equalities Training Programme includes an Introduction Anti-Racism, Hate Crime and Modern Slavery Awareness and Multicultural Awareness Training delivery.**

#### 4. Unison Anti-Racism Charter

In making the pledge, the Council will introduce the ongoing commitments outlined below, within 12 months of signing:

##### **Our Leaders will:**

- Recognise the need and benefit in championing a racially diverse workforce.
- Challenge racism internally and externally wherever it arises in relation to the organisation.
- Recognise the impact of racism upon staff members' wellbeing.

- Set and regularly review strategy to improve racial equality, diversity, and inclusion so that the organisation reflects the communities it serves.

### **Our organisation will:**

- Have a clear and visible race equality policy championed by leadership.
- Have a clear and visible anti-racism programme of initiatives and actions.
- Undertake equality impact assessments for all strategic-level decisions.
- Undertake ethnicity pay gap recording and publicly publish results.
- Undertake workforce ethnicity recording and publicly publish results.
- Provide unconscious bias and anti-racism training for all staff members.
- Provide a racism reporting process for notifying, investigating, and recording outcomes.
- Provide robust equality training for managers involved in recruiting, promotions and investigating allegations.
- Provide a wellbeing support facility for staff experiencing racism in the workplace.
- Will be anti-racist, not just non-racist in all we do.

### **Our equality auditing process will review:**

- Recruitment processes to identify and address race disparities in equality of opportunity.
- Exit interview results to identify and address race disparities in retention of staff members.
- Promotional processes to identify and address race disparities in equality of opportunity.
- Discipline and grievance to identify and address race disparity in outcomes of comparable cases.
- Policies and research under a duty or commitment to promote solidarity and tackle racism.
- Our mission, values, and support to removing racial discrimination in all its forms.

Neath Port Talbot Council committing to the charter in partnership with the recognised Trade Unions shows we are committed to becoming a proud Anti-Racist Council and sets clear requirements for us as an organisation

that aligns with our ongoing work within the Anti-Racism Action Plan and The Welsh Government Race Equality Action Plan.

## **5. Financial Impacts:**

There are no financial impacts associated with this report.

## **6. Integrated impact assessment:**

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at appendix 1 has indicated that a more in-depth assessment is not required. A summary is included below:

“A full impact is not required as there is no impact on any protected group. It also has no negative impact on biodiversity or the Welsh Language”.

## **7. Valleys Communities Impacts:**

No Impacts.

## **8. Workforce Impacts:**

Committing to the Unison Anti-Racism Charter will have a positive impact on our employees across our workforce. Supporting us in addressing any racial disparities in recruitment, in promotions, in training opportunities, in employment relations procedures such as disciplinary and in pay.

## **9. Legal Impacts:**

No impact.

## **10. Risk Management Impacts:**

No impact.

#### **11. Crime and Disorder Impacts**

No impact.

#### **12. Counter Terrorism Impacts**

No impact.

#### **13. Consultation:**

There is no requirement under the Constitution for external consultation on this item. Unison requested on behalf of the Joint Trade Unions that the Council consider committing to the Charter.

#### **14. Recommendations:**

It is **RECOMMENDED** that Members **APPROVE** signing the Unison Anti-Racism Charter.

#### **15. Officer Contact**

Sheenagh Rees, Head of People & Organisational Development, Email: [s.rees5@npt.gov.uk](mailto:s.rees5@npt.gov.uk) or tel. 01639 763315.

Diane Hopkins, Principal HR Manager, email [d.b.hopkins@npt.gov.uk](mailto:d.b.hopkins@npt.gov.uk) or Tel 01639 763012.