

**REPORT TO:** Safer Policy & Performance Board

**DATE:** 8 November 2022

**REPORTING OFFICER:** Operational Director – Community & Environment

**PORTFOLIO:** Community Safety

**SUBJECT:** Race Equality Work in Halton

**WARDS:** Boroughwide

## **1.0 PURPOSE OF THE REPORT**

To inform the members of the Board about the ongoing work across the Borough to raise issues related to race equality and encourage a more tolerant society.

## **2.0 RECOMMENDED: That the report be noted.**

## **3.0 SUPPORTING INFORMATION**

- 3.1 In March 2021, following the Black Lives Matter global movement, Steve Rotherham, the Metro Mayor, supported by the other LCR Leaders and Chief Executives, issued a Statement Of Intent, detailing how the Liverpool City Region Combined Authority will tackle institutional and systemic racism.

<https://www.liverpoolcityregion-ca.gov.uk/metro-mayor-sets-out-declaration-of-intent-on-race-equality/>

- 3.2 Since then, Halton has played a key role in the work of the Steering Group and the initiatives which are part of the work programme. This has included things like the development of a Black Business Hub, the World Reimagined Art project, Anthony Walker Foundation Hate Crime Project, and a BAME LA Staff Network.
- 3.3 Another key element of the work programme is a dedicated Race Equality Training Programme for all local authority staff across the City Region. For Halton that means 2,500 staff. Focus groups and one-to-one interviews have taken place to ensure that people's lived experiences are embedded into the training programme.
- 3.4 Attached as appendix A is a list of other pieces of work which highlight aspects of Equality and Diversity activities that have been going on across Halton over the last couple of years, which Members may find of interest.

#### **4.0 POLICY IMPLICATIONS**

There are no direct policy implications from this report.

#### **5.0 FINANCIAL IMPLICATIONS**

There are no direct financial implications from this report.

#### **6.0 IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

##### **6.1 Children and Young People in Halton**

There are no direct implications for this priority.

##### **6.2 Employment, Learning and Skills in Halton**

There are no direct implications for this priority.

##### **6.3 A Healthy Halton**

There are no direct implications for this priority.

##### **6.4 A Safer Halton**

There are no direct implications for this priority.

##### **6.5 Halton's Urban Renewal**

There are no direct implications for this priority.

#### **7.0 RISK ANALYSIS**

There are no risks associated with this report.

#### **8.0 EQUALITY AND DIVERSITY ISSUES**

There are no direct equality and diversity issues, although the report is helping to raise awareness of the ongoing work to make Halton a better place to live for everyone, regardless of whatever protected characteristic they might have.

#### **9.0 LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

None.

## **Ongoing Equality and Diversity Activity Across HBC**

Corporate Training Programme now has modules on Uncomfortable Truth, Uncomfortable Conversation and Unconscious Bias

HBC has recently been reaccredited for Disability Confident Leader (DWP benchmark and award programme)

Data collection processes and performance indicators are being reviewed, refreshed and redesigned to include more equality, diversity, inclusion information - previously not always included. So for example at the moment we can't say how many businesses are owned by BAME individuals. Also, there is work going on which could be included but isn't currently being captured, especially around things like inclusion.

Four BAME staff have taken part in a dedicated BAME Management Development Programme at LJMU, and several are involved with the LCR LA Staff Network.

Funding has been identified to ensure Halton's participation in the training programme to be delivered by the LCR Race Equality Hub.

LCR BAME Business Hub information has been shared with the Chamber and a couple of BAME business owners have been signposted and encouraged to engage with the Hub. One in particular is interested in sitting on the Board.

Information about The World Reimagined circulated to schools (part of the LCR Race Equality work – an education project looking at the Trans-Atlantic Slave Trade)

Halton is involved with an LCR project around Black History Month, working with libraries and Writing on the Wall.

Elected Members seminar on Halton's Changing Demographics (asylum seekers and refugees), and modern slavery and human trafficking - which highlighted ways to report concerns, hate crimes and identify vulnerable victims. Gets Councillors to see population as more than just "white Christians".

Working with Anthony Walker Foundation (AWF) on Hate Crime Project. Presentations at various Boards/Partnership meetings.

Working with Heartstones Charity – use storytelling to focus on learning to live together and accept people for who they are – in schools and libraries. All are working towards a National Book Festival in November.

Various raising awareness sessions delivered to community organisations about asylum seekers and refugees and other vulnerable migrants.

Our Halton funding ring-fenced to help 3<sup>rd</sup> sector organisations accessing interpretation and translation support.

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**Please note that this is not a complete list – there will be things going on that the report writer is unaware of.**