

**Proposed Actions to deliver the Anti-Racism Motion passed by Full Council on the 1/10/20**

**Anti-Racism Motion to Council:**

*South Kesteven District Council recognises that there is no place for racism in the UK today. SKDC commits to ensuring its functions and practices are compliant with its legal obligation under the Equality Act 2010 and that it is an authority not just tackling inequality to meet a duty, but one that actively works with its communities and other agencies to fight racism and hate crime throughout the district.*

<b>Resolution Sub-bullets</b>	<b>Proposed Response Action</b>	<b>Proposed Dates</b>
<i>To declare that this Council is intolerant to racism and will continue to seek to eradicate it, Islamophobia, Anti-Semitism and hate crime across the district by developing initiatives that are actively inclusive and anti-racist</i>	This declaration will be added to the Equalities Annual Position Statement for 2020/21 and will be incorporated into the Council's Equality Objectives next year with any relevant initiatives added into the Action Plan to be delivered through the Community Engagement/Development agenda.	September 2021
<i>To acknowledge the work carried out by the Rural and Communities Overview and Scrutiny Committee of this Council, responding to the governments Green Paper on Community Cohesion in a positive way, by encouraging and recognising the diversity of our community and to celebrate all cultures</i>	Work carried out by, and on behalf of, the Rural and Communities OSC will be acknowledged within the Equalities Annual Position Statement which goes before this committee prior to publication on the Council's website.	September 2021
<i>To continue to engage with all members of our community through this council, the Jubilee Church, Muslim, Hindu and other faiths encouraging all new citizens no matter what their background, to cherish the values and principles that underpin British Society</i>	Dialogue will continue with faith groups as part of the Council's Community Engagement remit. This work will extend beyond the identified groups and incorporate other representative groups and individuals from BAME communities to seek to engender acceptance, cohesion and integration.	Ongoing
<i>To respect freedom of speech, to have tolerance and understanding for other people's beliefs, to integrate, and value our customs and way of life which is vital for the harmony and wellbeing of a successful community</i>	This statement will be added to the Equalities Annual Position Statement.	September 2021
<i>To ask organisations across the district to pledge their commitment to anti-racism and tackling inequality</i>	Develop an Equalities Charter that would incorporate a commitment to anti-racism and equality of opportunity within local organisations. Add into procurement arrangements to encourage those we commission to share these values. Work with InvestSK to promote the Charter to the business community of South Kesteven and encourage them to pledge their commitment by signing up to the charter.	Spring 2021 and ongoing
<i>To initiate a review involving BAME (Black, Asian and Minority Ethnic) members of our community, of processes, policies and organisational attitudes</i>	Each service area to undertake a service level equality impact assessment to review the function, practice and policy of their service area which is collated to provide a summary for the Council. Following the self-assessment the Council will seek to commission a professional organisation to assess and validate findings.	April to October 2021
<i>To invite appropriate speakers on these issues to help with training for councillors and staff</i>	HR and Member Services to work together to introduce into existing programmes training and awareness raising, which can include sessions delivered by people representing relevant protected characteristics	From Spring 2021 and ongoing