



**SOUTH
KESTEVEN
DISTRICT
COUNCIL**

Rural and Communities Overview and Scrutiny Committee

7th January 2021

Report of: Councillor Annie Mason
Cabinet Member for Communities



Anti-Racism Action Planning

This report is provided to share the draft action plan and to outline how the points raised in the Motion to Council are proposed to be delivered.

Report Author

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Corporate Priority:	Decision type:	Wards:
Administrative	Administrative	All Wards

Reviewed by:	Paul Stokes, Head of Corporate Operations	11 December 2020
Approved by:	Gary Smith, Strategic Director Commercial and Operations	14 December 2020
Signed off by:	Councillor Annie Mason, Cabinet Member for Communities	16 December 2020

Recommendation (s) to the decision maker (s)

- 1. Recommends the Anti-Racism Action Plan to the Cabinet Member for Communities and agrees that the actions be reported as part of the monitoring process for the Council's Equality Objectives.**

1 The Background to the Report

- 1.1 In October 2020 a Motion was supported by Full Council relating to its need to acknowledge and tackle racism within the District.
- 1.2 The agreed Resolution outlined the need for South Kesteven District Council to recognise 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”*.
- 1.3 As a direct outcome it was agreed that actions be developed to address the individual points highlighted in the Resolution that would sit within the existing processes of the Authority. All agreed actions would therefore be incorporated into the Council’s Equality Objectives and the Equality and Diversity Annual Position Statement, both of which are requirements under the Equality Act 2010.
- 1.4 A draft of the proposed actions is therefore presented as part of this report at Appendix A.
- 1.5 A specific action outlined in the Resolution is *“to ask organisations across the district to pledge their commitment to anti-racism and tackling inequality”*. To address this point it is proposed that the Council develops an Equalities Charter that will be shared with the business and third sector with a request for these organisations to sign agreement. A draft Charter is provided at Appendix B. Officers from the Council and InvestSK will work collaboratively to produce sector-specific guidance to promote sign-up to the Equalities Charter across South Kesteven.
- 1.6 Actions identified and agreed will be added to the Council’s Equality Objectives when these are next reviewed. Delivery against the actions will commence once agreement of the proposed actions is reached and will continue in conjunction with the existing four-year action plan that ensures delivery against the Equality Objectives. These will be monitored through the Council’s Corporate Plan.
- 1.7 The delivery of actions relating to the promotion of anti-racism and intolerance will complement the Council’s adoption on 30th January 2020 of the International Holocaust Remembrance Alliance’s definition of anti-Semitism and the All-Party Parliamentary Group on British Muslim’s definition of Islamophobia.
- 1.8 Members are asked to consider the proposed actions and recommend their approval to the Cabinet Member for Communities.

2 Consultation and Feedback Received, Including Overview and Scrutiny

- 2.1 This Motion was robustly debated at Council and any recommendations from Rural and Communities Overview and Scrutiny Committee will inform the final document and associated actions.

3 Available Options Considered

- 3.1 No other options were considered.

4 Preferred Option

- 4.1 N/A.

5 Reasons for the Recommendation (s)

5.1 The recommendation is made so that the actions can be agreed and delivery can begin.

6 Next Steps – Communication and Implementation of the Decision

6.1 Following the recommendations of this Committee, the Cabinet Member for Communities will be asked to approve the actions for inclusion within the Council's Equality Objectives and Action Plan for delivery.

7 Financial Implications

7.1 There are no specific financial implications arising from the report and supporting appendices.

Financial Implications reviewed by: Richard Wyles, Interim Director of Finance

8 Legal and Governance Implications

8.1 The legal implications are covered in paragraph 9.1 below.

Legal Implications reviewed by: Shahin Ismail, Director of Law and Governance

9 Equality and Safeguarding Implications

9.1 These actions form part of the Council's response to its responsibilities under the Public Sector Equality Duty. Its purpose is to help fulfil the Council's duty to eliminate unlawful discrimination, harassment and victimisation.

10 Risk and Mitigation

10.1 No significant risks have been identified.

11 Community Safety Implications

11.1 Hate crime and racist activity is evidenced in daily life. Incidents often go unreported so the scale of the issue is largely unknown. In passing this resolution and developing and delivering its action plan it is the intention of the Council to show its support for targeted communities. Through collaboration with other agencies and support for community initiatives that promote acceptance and understanding we will minimise or remove opportunities for intolerance within the district.

12 How will the recommendations support South Kesteven District Council's declaration of a climate emergency?

12.1 Not applicable to this report.

13 Other Implications (where significant)

13.1 None.

14 Background Papers

14.1 [Minutes of Council 1st October 2020](#)

15 Appendices

15.1 Appendix A – Draft of Proposed Actions to deliver the Anti-Racism Motion

15.2 Appendix B – Draft Equalities Charter

Report Timeline:	Date of Publication on Forward Plan (if required)	Not Applicable
	Previously Considered by:	Not Applicable
	Final Decision date	Not Applicable