

Bristol Race Equality Strategic Leaders Meeting - MINUTES

Date	Time	Location
25 th September 2019	2pm – 4pm	Room 1P 09, Bristol City Council offices,

Attendance:	
Present:	Mike Jackson, (Chair, BCC), Mayur Bhatt (AWP), Helen Sinclair-Ross (BCC), Andrew Mallin (BCC), Alex Raikes (SARI), Richard Stokes (AFRS), Sandra Gordon (CORE), John Smith (OPCC), Sado Jirde (BSWN), Katie Allen (NBT), Marilyn Harrison (Probation), Nishan Canagarajah (UoB), Patricia Greer (WECA), Bradley Read (Prison Service), Sandra Meadows (VOSCUR), Arif Sain (BCC), Desmond Brown (OPCC), Charlotte Hitchings (AWP),
Apologies:	Sarah Jenkins (SWAS), Simon Shilton (AFRS), Andy Bennett (A&S Police), Jas Kaur (NBT), Samantha Chapman (UHB), Suzanne Carrie (UWE), Cllr Asher Craig, James Lucas (NOMS), Sarah Marchant (CPS),

No.	Item title
1	<p>Introduction and Welcome</p> <p>The Chair welcomed new group members and all present introduced themselves to those attending the meeting for the first time.</p>
2.	<p>Apologies - As listed above.</p>
3.	<p>Minutes & Matters Arising</p> <p>Minutes from the previous meeting were reviewed, approved and agreed.</p> <p>Andrew updated the group that actions from the previous meeting and all been completed or due to be covered with updates later in this meeting.</p>
4.	<p>Annual work plan update : - Presentation of Bristol's 2nd Race Equality data product</p> <p>Andrew presented the 2nd iteration of Bristol's Race Equality data product in draft format for the group's consideration. The product has been a collaborative piece of work across the city which has grown significantly in number in terms of organisations involved.</p> <p>Version 1 (launched in 2017) and this version now allows for comparisons and trends to be mapped between the 11 public sector agencies that have been involved in versions 1 and 2. These trends are presented in the document. There is an increase in terms of number of organisations involved which has risen from 11 to 17 (55%) of the city's biggest employers.</p> <p>The Cabinet Office's Race Disparity Unit have shown great interest in this work, visiting Bristol on a number of occasions to look at the work and have stated their intention to produce a 'spotlight on Bristol's progress' section within their national Race Disparity Audit given the synergies.</p> <p>Andrew explained the many data sets which include race related data by employee numbers, pay, grievance, sickness and disciplinary. There has also been significant strides forward in terms of the quality of data produced by all partners which now includes White Minority Ethnic groups and more detailed data on those cases reaching 'formal' stages.</p>

Other improvements are also seen in the presentation of Bristol's population, with this version taking steps to include the Unitary Authority population, as well as travel to work area and economically active populations. A key issue raised was the trajectory of Bristol's population by ethnicity over the next few decades with such significant differences between Bristol's young population and over 65 populations in terms of ethnicity.

Andrew flagged the importance of an action plan being a key output of this 2nd version to ensure a plan is set to address the challenges and opportunities highlighted within the data.

Action – group supported an Action plan being created in relation to this data product.

Action – The group suggested that the action plan take the form of each individual agency stating their own top priority actions (suggestion of limiting to 3) to address their own data. To be listed as an action plan within their own sections. Andrew to follow this up with group members.

Action – In addition to the above point the group will then discuss a collective action plan at a future group meeting.

Action – the group agreed to a soft launch of the Race Data product at Bristol's Race Equality Conference to showcase the work of the Strategic Leaders group and to display the data product. Asher and Andrew to lead the workshop.

Richard Stokes raised a query on a possible roll out of this work across other areas and regions, particularly for those organisations working across a regional footprint. Mike stated that we would be happy to share learning and work done with areas but that it would potentially need to be led from those areas, as our work needed to retain a Bristol focus.

Sandra Meadows stated that she is happy to explore the opportunities for the VCSE to engage with future iterations of this work and will start these discussions with Andrew.

Action – Andrew to share the data product with group members for further review and group members to contact Andrew with any queries ahead of November's meeting.

5. Scoping of wider agency race data

Mike introduced this agenda item as a follow up from a request made during July's Strategic Leaders group meeting. This agenda item resulted from previous discussion of the Race Equality H.R. Data product. Group members have queried whether there was an opportunity in future to look beyond the H.R. data by exploring and potentially collating the various other race related data sets held by agencies.

It was agreed that initial scoping of this would take place at this meeting with all group members sharing the various race related data sets held by their own organisations. Mike started this round table update with each agency presenting a 2 minute overview of what they held. Those absent from the meeting had shared their information with Andrew.

The information presented by all members was vast and varied hugely from student data, to patient and service user data as well as additional workforce related data (including data on job applications, offers etc) held by some organisations. Desmond highlighted that there was also much work being collated across the Criminal Justice system in response to the work of the Lammy Review group.

Action - Mike queried whether the H.R. Leaders group could play a role in carrying out a deeper dive on some of the common themes and areas. Helen to consider the role H.R.

	<p>Leaders group could play in this.</p> <p>John Smith also raised the possibility of aligning any Bristol response to this task with the Race Disparity Audit. This Audit was made available for group members and contains 8 key pillars within the document.</p> <p>Action – Andrew to collate common themes of responses from all agencies to share with group members prior to next meeting and to explore the possibility of aligning these with the Audit’s key themes.</p> <p>The group agreed to follow up this discussion during November’s meeting.</p>
6.	<p>Annual work plan update – Race Equality Conference</p> <p>Andrew updated the group on the progress made to date since the previous update.</p> <p>Generally progress made had been very positive in terms of the speakers confirmed, number of tickets booked and sponsors declaring an interest in supporting the event.</p> <p>Andrew shared the draft agenda for the event as well as a run through of all the breakout sessions to be showcased.</p> <p>Group members were thanked for their support and for the offer of providing volunteers to help run the event on the day.</p> <p>Councillor Craig is having weekly briefings from Andrew on the Conference to provide steer and have regular overview of updates.</p>
7.	<p>Update from the Commission on Race Equality</p> <p>Sandra Gordon updated members that CORE are looking to elect a new Chair and also looking to recruit new commissioners.</p> <p>Sandra updated that the commission are taken forward work regarding the lack of representation within Unions and will provide updates as this progresses.</p> <p>Current priorities regarding the criminal justice sector are use of stop and search powers by Police. Work is also ongoing around utilising a Stepping Up approach for Lawyers. Work with the Court system around sentencing and the Education focus (with key targets set) are also prominent current areas of work.</p>
8.	<p>Lammy Review group update</p> <p>Desmond stated that he was trying to progress the work of the group given that there had been no meeting held since November 2018.</p> <p>The group re-convened in August and will shortly be moving to monthly meetings to make up for the meetings missed.</p> <p>The group are to prepare and agree a work plan by this December to inform what will be focused on for the following 18 months.</p> <p>Desmond added that in February 2019 David Lammy issued an update on the initial report which stated that things had not improved nationally as had been hoped for.</p>

	<p>Locally youth justice and education exclusions will also come in to focus for the group. Stop and Search is also a key area as significant disproportionality is still being evidenced.</p> <p>Action – it was agreed that further time would be allocated at November’s group meeting to allow Desmond to update in more detail on the data cross referencing work being done around the Lammy review group.</p>
9	<p>For information item - Progress update report paper from H.R. Leaders group</p> <p>An update progress report was handed out by Helen Sinclair-Ross to all members of the Strategic Leaders group. The key themes covered in the update were :</p> <p>Training and Positive Action updates Future Community Events. Staff Surveys. Diverse recruiters Trade Unions.</p> <p>Any comments on the update report from group members to be sent directly to Helen Sinclair-Ross at Helen.Sinclair-Ross@bristol.gov.uk</p>
10	<p>For information item - One City Plan update paper - alignment of targets with work of the Race Equality Strategic Leaders Group</p> <p>As agenda time did not allow for a full discussion at this meeting, an update report regarding race equality related goals within the One City Plan was shared with all group members for input and feedback.</p> <p>This report followed on from the discussion at July’s Strategic Leaders group meeting about the opportunity to align work and to ensure a flow between the group and the One City Office team.</p> <p>Previously group members had requested further information on all race equality related measures within the plan, to add to the employee related measures previously presented to the group. Time will be set aside at a future meeting to build on this discussion.</p> <p>Action – the current ask is that all group members now review this One City Plan update paper and all the race equality related targets and timescales set within the plan and feedback any thoughts to the One City Team - City.Office@bristol.gov.uk and to all send these to Andrew to ensure these are captured for the future group discussion (potentially November’s meeting).</p>
11	<p>For information item – For members to note the shared publication of the full Festival of the Future City programme</p> <p>This document was shared with the group via e-mail to their awareness.</p>
12.	<p>Any other Business -</p> <p>None.</p>
13	<p>Date and time of next meeting - Wednesday 27th November 2019</p>