

Council

NOTED

1. The killing of George Floyd in June 2020, for which a Minneapolis police officer has been charged with second-degree murder and three other police officers have been charged with aiding and abetting second-degree murder.
2. BAME people are 54% more likely than white people to be fined under the new coronavirus lockdown laws. ([Link](#))
3. In the UK 26% of instances of police using firearms are against black people, despite black people making up only 3.3% of the population. ([Link](#))
4. 51% of young men in custody in the UK are from Black, Asian or minority ethnic backgrounds, despite these groups making up only 14% of the UK population. ([Link](#))
5. Around two thirds of healthcare staff who have died as a result of COVID-19 are from a BAME background whereas they make up 20% of the overall workforce. ([Link](#))
6. Black people were 47 times more likely to face suspicionless stop and searches by police than white people. ([Link](#))

Recorded its belief that:

- A. Racism in all forms, both structural and in individuals, continues to be a serious and often unseen problem in the UK. This is as true in Cambridgeshire, where the ethnic minority population is 18.6%, as it is in areas with greater diversity.
- B. Although progress has been made in combating racism, work to eradicate it entirely is far from complete.
- C. This Council, representing people in South Cambridgeshire, has a duty as a public leader to actively lead that work.

Resolved to meet the challenge head on and

Council

AGREED to

- A) Ensure Black History month, an event initiated by Cllr Tumi Hawkins for the first time in SCDC's history in 2019, is made an annual event at South Cambs.
- B) Request Scrutiny and Overview Committee to convene a Task and Finish group to:

- i. Review and examine the SCDC structure to ensure ethnic minorities are not disadvantaged. Understand specifically how many BAME staff we employ, where are they working, what barriers, if any exist to their career progression and whether a “name blind” recruitment process would aid in the recruitment of more BAME staff. Review the evidence, provide recommendations and devise a set of KPIs and a challenging outturn for us to achieve this.
 - ii. Consider BAME access to housing and to homelessness and welfare support, which are important parts of the council remit. The group would review and recommend concrete actions on how we adopt an actively anti-racist outlook within areas where we have influence, by reviewing our corporate equalities and diversity policies so that anti-racism is explicit and not implied; by routinely calling for transparent reporting and continuous monitoring of the impact on the BAME community: for example, continuing to request reporting on the BAME pay gap; by reviewing whether housing statistics can be broken down by ethnicity and if any other meaningful statistics that can be monitored regularly can be produced.
 - iii. Provide an input into the Equality policy currently being drafted.
 - iv. Conduct an audit of street names and any public monuments this Council is responsible for which name individuals or organisations, to review any that have racist links. Review this list and produce a set of recommendations on any actions that should be taken.
- C)** Write to the Secretary of State for education to review the national curriculum to ensure the inclusion of BAME history and culture in lessons, including providing further historical context for events normally only seen through the lens of white British history, and also ask South Cambridgeshire schools to include such material proactively.
- D)** Ask the Police & Crime Commissioner to:-
- report on what measures have been put in place to reduce the disproportionality of BAME people affected by the use of stop and search powers seen nationally and how often are these measures are reviewed; and to provide a regular report to the Community Safety Partnership as to initiatives and progress;
 - Report on strategy to get more BAME officers recruited and developed for Cambridgeshire; and
 - put in place measures to ensure that arrest and custody measures are proportionate.
- E)** Request the Local Resilience Forum, as part of the recovery work being coordinated by the Strategic Command Group, to include in their review the

impact of the coronavirus on BAME communities, with a breakdown to district level.

- F)** Ask the Combined Authority to produce a toolkit for businesses to help broaden their understanding of race inequality in the workplace, including but not limited to materials, signposts to relevant local groups and training that can be provided for staff, and links to relevant networks.
- G)** Work with NHS to ensure that it fully compensates BAME Covid-19 affected staff and families that have been disproportionately impacted.
- H)** Ask Scrutiny & Overview Committee to convene a sub-group to regularly review our progress on the measures above and recommend any additional steps required to achieve these goals.
- I)** Write to our District MPs to ask that while conducting another race inequality review, the Government also accelerate the implementation of recommendations from previous reviews - for example, the Lammy and Windrush recommendations.