

Appendix A

Scrutiny Anti-Racism Task and Finish Group

Terms of Reference

The purpose of the group is to investigate and make recommendations to the Scrutiny and Overview Committee on anti-racism matters.

Scope

The task and finish group will:

1. Review and examine SCDC structure to ensure ethnic minorities are not disadvantaged by understanding:
 - how many BAME staff SCDC employs and where they are working,
 - what barriers if any exist to BAME staff career progression
 - whether a 'name blind' recruitment process would aid in the recruitment of more BAME staff.
2. Consider BAME access to housing and homelessness and welfare support:
 - Review and recommend concrete actions on how the Council adopts an actively anti-racism outlook within areas where the Council has influence
 - Review the Council's corporate equalities and diversity policies so that anti-racism is explicit and not implied;
 - Review whether housing statistics can be broken down by ethnicity and if any other meaningful statistics that can be monitored regularly can be produced.
3. Provide an input into the Council's Equality and Diversity policy.
4. Conduct an audit of street names, places and any public monuments for which the Council is responsible, which name individuals or organisations and review any that have racism links.

Group membership

The group will consist of five members appointed by the Scrutiny and Overview Committee. A Chair of the group will be appointed by the Scrutiny and Overview Committee. Other Scrutiny and Overview Committee members and non-executive members may input as needed. Executive members may be invited to contribute in an advisory capacity.

Frequency of meetings

The group will meet on a monthly basis.

Reporting

The task and finish group will report its findings to the Scrutiny and Overview Committee.