

COUNTY COUNCIL: 21ST JULY 2020

Agenda Item No.8(c) – Motion from Councillor Ian Manning

Alteration proposed by Councillor Ian Manning

Deletions shown in bold and strikethrough

Council notes:

- US Police officers have been charged with the murder of George Floyd on 25th May 2020.
- Previous racially aggravated murders, crimes and mistreatment of Black, Asian, and Minority Ethnic (BAME) people in the US, UK and beyond, including but not limited to Stephen Lawrence, Daren Cumberbatch, Julian Cole, Joy Gardner, Adrian Thompson, Mark Duggan, Cherry 'Dorothy' Groce, Edson Da Costa, Rashan Charles, Michael Powell, Nuno Cardoso, Adrian McDonald, Olaseni Lewis, Daniel Adewole, Trevor Smith, Sarah Reed, Jermaine Baker, Sheku Bayoh, Kevin Clarke, Leon Briggs, Anthony Grainger, Kingsley Burrell, Jacob Michael, Mzee Mohammed Daley, Derek Bennett, Azelle Rodney, and Sean Rigg.
- BAME people are 54% more likely than white people to be fined under the new coronavirus lockdown laws.
- 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.
- 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.
- 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.
- Black people are significantly more targetted for stop and suspiciousless search than white people.

Council believes:

- Racism in all forms, both structural and in individuals is a serious problem in the UK and in Cambridgeshire.
- Although progress has been made in combating racism, work to eradicate it entirely is far from complete.
- Every Local Authority has a responsibility to meet the requirements of the Equality Act 2010 and associated public sector equality duty, and this Council has addressed this by developing the Single Equalities Strategy 2018-22 which was endorsed by Full Council.

Council notes the importance for public confidence of identifiable immediate action, and therefore within the next six months resolves to:

1. Write to the Minister for Schools and local MPs, asking them to provide resources to schools to support them in providing further historical context for events normally only seen through the lens of white British history.

~~2. Conduct an audit of street names and any public monuments this Council is responsible for which name individuals or organisations explicitly associated with the slave trade, and bring a report to the relevant committee with suggested remedial actions. These actions should take note of the LGA best practise advice in this area:~~
~~<http://www.local.gov.uk/responding-calls-public-realm-changes>~~

3. 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. This Council to share our best practise to help with this goal.
4. Report on the BAME pay gap within the pay gap report, explicitly breaking down by minority group within BAME.

On a long term basis Council believes there is the need further address racism, and therefore resolves to, over time

5. Ask the police 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 and how often are these measures are reviewed, and to provide a regular report on their web site as to initiatives and progress.
- ~~6. Consult with BAME communities over other monuments and street names that they identify as having possible racist connections and bring a report back to committee to discuss what actions, if any, to take.~~
7. Instruct Council Officers to incorporate a trial of the 'name-blind' model of recruitment in the upcoming review of recruitment practises when recruiting new employees.
8. Ask the Cambridgeshire library service to provide further prominence and content and events on BAME history and culture in Council Libraries, including continuing to celebrate Black History Month in conjunction with the districts.
9. Adopt an actively anti-racist outlook within areas we have influence, by routinely calling for transparent reporting and continuous monitoring of the impact of these organisations on the BAME community.