

North Somerset Councils Anti-Racist Action Plan

Introduction

The council has included fairness at the heart of its vision. On 12th April 2022 the council unanimously approved and adopted an anti-racist motion. The motion in full can be found on the council's [website](#).

The council recognises that racial inequality exists and is committed to becoming anti-racist, which means not only will we challenge racism wherever it occurs, but we will take an active approach to reviewing our policies and services to ensure we are embedding anti-racist practices in our everyday work.

Following the approval of the motion we have considered the actions that we can take to have a positive impact on the experiences and lives of the Black, Asian and Minority Ethnic people who live, work and visit North Somerset.

The action plan below reviews each of the 7 commitments listed in our Anti-Racist Motion and sets out the steps we will take in support of that commitment. The council's 5 directorates have also created an action plan that relate specifically to the work carried out in their services.

Progress on the actions listed in the plan is monitored as a part of the council's Corporate Performance Monitoring programme.

For more information about this action plan please contact IC.Development@n-somerset.gov.uk



To stand together unreservedly with Black, Asian and Minority Ethnic people in North Somerset

Action to be taken	Owner	By When
Appoint a race equality champion within our Corporate Leadership Team to ensure regular progress review and development of changes in a collaborative way.	Chief Executive Officer	March 23
Ensure our publications (internal and external) celebrate the diversity of North Somerset and provide opportunities for positive representation to promote racial inclusion.	Head of Communications and Inclusion and Corporate Development Manager	April 23
Share council progress so far since the adoption of an anti-racist motion and work to energise key partners through the North Somerset Partnership to focus their work to promote anti-racist and racial equality.	Chief Executive Officer	July 23
Fly Black History Month Flag at Town Hall and Castlewood, issuing accompany statement as to why it is important to Council.	Inclusion and Corporate Development Manager	October 23, 24 and 25.
Use notable events identified such as Hate Crime Awareness Week, Ramadan, Black History Month, Gypsy Roma Traveller History Month etc to amplify messages of anti-racism and racial inclusion both internally and externally through our website, social media presence and other communication channels.	Inclusion and Corporate Development Manager and Head of Communications	Ongoing
Support joint programme of events to celebrate Black History with Race Equality North Somerset, VANS, Weston Town Council and other Town Councils	Inclusion and Corporate Development Manager	Ongoing
To provide a robust and unequivocal response in the event of discriminatory, racist and offensive comments made by members of the public through any of our communication channels, including social media.	Race Equality Champion, Head of Communications and Customer	Ongoing

Increase the communications to emphasise our approach to Anti-racism. We will achieve this by reiterating this message at regular intervals and via various media such as North Somerset Life, Facebook, council website, signage and we will keep disseminating this message.	and Digital Services Manager	
Support the work of Race Equality North Somerset in mapping key issues experienced by communities most effected by racism and the actions/initiatives in place to form solutions	Lead Member for Equalities and Inclusion and Corporate Development Manager	Ongoing

To work to eradicate racism, xenophobia, Islamophobia, Antisemitism and discrimination which impact the entire community and blight our society

Action to be taken	Owner	By When
To produce and implement a new North Somerset Hate Crime Strategy owned by the multi-agency hate crime forum – RHINS	Safer Communities Service Manager	July 2022
Setup and establish a Hate Crime Scrutiny Panel to scrutinise how the response to reported hate crimes/incidents, proposing recommendations which are acted upon as appropriate.	Safer Communities Service Manager	September 2022
Initiate a process for Community Tension monitoring across North Somerset	Safer Communities Service Manager	December 2023
To continue to work with SARI and partners to support the ‘Every Victim Matters’ service in North Somerset. This service will: <ul style="list-style-type: none"> provides support, advice and advocacy for people experiencing the emotional, mental and physical trauma of racist abuse and hate crime. to provide training to professionals, with a view to increasing knowledge and awareness of hate crime among statutory bodies 	Safer Communities Service Manager	Ongoing

<ul style="list-style-type: none"> • fund empowerment sessions to build confidence and strength in those at risk of or affected by incidents • increase referrals for support. • Identify opportunities for training of professionals and community empowerment sessions 		
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To establish further initiatives to ensure North Somerset is actively inclusive and anti-racist

Please see directorate action plans.

Action to be taken	Owner	By When
Review content of Directorate based action plans	Directors	Quarterly Review

To ensure Black, Asian and Minority Ethnic members of our community are involved in any reviews of our processes, policies and organisational attitudes, hold listening and engagement events seeking their views on the issues they face in North Somerset, and work with and support community groups, youth groups, and places of worship in engaging with these issues.

Action to be taken	Owner	By When
Increase the number of people from ethnic communities that participate in our Citizen’s Panel	Business Intelligence Analyst – Consultation and Engagement	April 23
Facilitate further Listening Event to review progress and response to Council’s Anti-Racist Motion (June 23 to be linked with member induction)	Inclusion and Corporate Development Manager	June 23, 24
Work with representatives from ethnic minority groups to establish priority list for consultation,	Inclusion and Corporate	September 23

listening to the communities of North Somerset to establish key areas for improvement to inform the development of actions included in this plan.	Development Manager	
We will use and track Equality Impact Assessments over time to inform decision making ensuring that the needs of the ethnically diverse community are considered.	Inclusion and Corporate Development Manager	Ongoing

To evaluate our progress against the Equality Framework for Local Government, ensuring race equality is at the heart of the review and produce an action plan addressing improvements identified, and the matters raised through our engagement with the Black, Asian and Minority Ethnic communities in North Somerset

Action to be taken	Owner	By When
Lead work on the audit of achievements against key areas of the framework	Inclusion and Corporate Development Manager	July 23
Facilitate discussion with Equality Stakeholders Group to agree engagement in review and progress through the Equality Framework for Local Government	Inclusion and Corporate Development Manager	October 23
Develop a prioritised action plan in response to audit findings	Inclusion and Corporate Development Manager	December 23
Prepare submission to support corporate peer review	Inclusion and Corporate Development Manager	April 24

To provide training on race equality and what it means to be anti-racist, which will be mandatory for staff and expected for all councillors

Action to be taken	Owner	By When
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Offer further Inclusive Leadership Development – Focus on Race Equality sessions for all staff with a line management responsibility	Inclusion and Corporate Development Manager	January 23
Review current e-learning modules for all staff (The Uncomfortable Truth and The Uncomfortable Conversation), and consider for 2023 mandatory training programme	Inclusion and Corporate Development Manager	March 23
Propose an ongoing scheme for Mutual Mentoring to enable senior leaders to learn from lived experience of ethnic minority colleagues	Inclusion and Corporate Development Manager	April 23
Facilitate a joint workshop for Corporate Leadership Team and The Executive to build confidence and competence in championing race equality	Director of Corporate Services	September 23
Offer a further Inclusive Leadership Development – Focus on Race Equality sessions for elected members	Inclusion and Corporate Development Manager	October 23
Review success of training interventions and make recommendations for a revised programme that includes annual refresher training and a 3 year face-to-face element with a skilled trainer to ensure up to date equalities matters are properly considered.	Head of People Services via People Strategy Board	April 24
Consider further ways to raise visibility and awareness of diverse cultures, by giving time and space to enable people to share their experience/knowledge. Encouraging staff to attend to promote a competent, confident discussion about race equality	Inclusion and Corporate Development Manager and Chair of Ethnic Minority Staff Engagement Group	Ongoing

To recognise the rich cultural diversity of our employees and positively support their engagement in activity to address systemic racism wherever it occurs

Action to be taken	Owner	By When
Compare our current workforce profile with the 2021 Census data and plan to address any under representation identified	Head of People Services	May 23
Review our current data around the employment of people from ethnic minorities to ensure our recruitment processes are inclusive	Head of People Services	May 23
Review our current guidance for managers whose staff experience racism, ensuring a consistent, supportive approach is adopted across all services, ensuring clear anti-racist policy and guidance in place for managers to support those effected by racism at work	Head of People Services	July 23
Work to ensure that jobs are advertised in the right places to maximise the opportunity of increasing the diversity of the workforce at all levels	HR Manager (Recruitment)	June 23
Continue to support and engage the Council's Ethnic Minority Staff Group inviting them to contribute their views from their lived experience in both society and as an employee of the council and considering them an invaluable resource to advise and inform organisational decisions including HR policies and processes	Inclusion and Corporate Development Manager	Ongoing
Promote allyship and communicate the message that to champion race inclusion or to take a stand against racism you don't have to be from an ethnic minority background - but that you do need to listen to the experiences of ethnic minority colleagues and not assume to you know what is needed to address the problem.	Inclusion and Corporate Development Manager	Ongoing

Adults Anti-racist Action Plan

Action to be taken	Owner	By When
Work with key partners such as AWP to share and align anti-racist plans and practice and link Global Majority Staff Forum with other professional networks including Black and Ethnic Minorities Professionals Symposium	Principal Social Worker	March 23
Open dialogue with minoritised groups re use of adult social care services	Engagement and Participation Officer	March 23
Update supervision policy and template to include clear guidance on anti-racist Practice and Supervision including guidance to support Adult Social Care Staff who have been affected by racism at work	Principal Social Worker and Principal Occupational Therapist	May 23
<p>Develop and deliver a range of learning and development opportunities for Adult care staff, including:</p> <ul style="list-style-type: none"> • Bite-size Learning Session on Anti-Racism using RiP and BASW resources. • Arrange Cultural Competence Training with RiP • Include regular Anti-racism / Anti-discriminatory Practice section in SWOT's Happening • Promote corporate e-learning in SWOT's Happening and elsewhere. • Include anti-racism and directorate ant-racist action plan at Adult Social Care conference. • Support small number of staff to participate in BNSSG wide "Believe" Talent Development Programme (considering making Positive Action opportunities available in line with this) • How training and programmes related to anti-racism can be made available to providers as appropriate 	Principal Social Worker	Various – all to be delivered or commenced by March 2023 (Believe Programme when next available)
Consider how to promote and target adult social care services for minoritised groups in North Somerset	Engagement and Participation Officer	March 23

<p>Raise awareness of the needs of those seeking asylum, including:</p> <ul style="list-style-type: none"> • Understand the demands on adult social care from Asylum Hotels • Share information about Asylum Resettlement for adult care staff • Provide training for adult care staff on Asylum 	<p>Principal Social Worker Head of Housing Solutions Partnership Manager (Weston College)</p>	<p>June 23</p>
<p>To engage with providers to establish if there are any issues in respect of Anti -Racist behaviour, if so, to what extent and what do they have in place to manage this, and what further support would they benefit from.</p>	<p>Contract and Commissioning L&D Officer</p>	<p>June 23</p>
<p>Discuss participation in health led Workforce Race Equalities Standards (WRES) by considering how to collect and report on relevant data.</p>	<p>Director and HR Manager</p>	<p>March 24</p>
<p>Continue to facilitate and support the growth of the Adult Social Care Global Majority Forum, including feeding into the corporate staff group.</p>	<p>Principal Social Worker</p>	<p>March 24</p>
<p>To review commissioning documents (grants and contracts) to ensure there are mechanisms in place to respond / manage to Anti Racist behaviour.</p>	<p>Head of Strategy and Commissioning</p>	<p>March 24</p>
<p>Working with providers to ensure they and their staff are supported / have access to appropriate resources to increase awareness of Anti Racist practice, and to ensure quality of services being delivered.</p>	<p>Contract and Commissioning L&D Officer</p>	<p>March 24</p>
<p>Monitor and report on the actions included within this plan as a part of the annual directorate statement. Consider the development of an Anti-racist Planning Group for the directorate</p>	<p>Director</p>	<p>March 24</p>

Children's Services Anti-racist Action Plan

To create a clear and shared understanding of the extent to which children and young people with Black and Minority Ethnic heritage are accessing services for children and families, and the equality of their outcomes when compared with their peers.

Action to be taken	Owner	By When
Development of an Anti-Racist Strategy for Early Years Providers	Early Years Consultant	December 22
A review of educational outcomes for children are fully analysed by ethnicity and discussions with North Somerset Schools to support them in their work raising awareness of anti-racism	Assistant Director, Education Partnerships	April 23
A Review of the support being received by children whose first language is other than English and those from GRT families	Assistant Director, Education Partnerships	May 23
A review of the outcomes for children receiving support from the Children's Safeguarding and Support Services including the proportionality of referrals and contacts to the Front Door, representation in children and young people who are Child in Need, subject to a Child Protection Plan or who are a Child in Care	Principal Social Worker for Children	May 23
A review of the representation and Children and Young People who are represented within the Youth Justice System	Assistant Director, Family Support and Safeguarding	May 23

To create a clear understanding of the diversity of our own Children’s Services workforce, the extent to which that reflects the diversity of our children, young people and their families as well as the local North Somerset population. To understand the comparative employment experiences of the workforce by racial heritage

Action to be taken	Owner	By When
Full Review of the employment experiences of the workforce by racial heritage and reflection session with extended LDT staff	Assistant Director Education Partnerships	April 23
Whole Service Away Day to reflect on experiences and outcomes for our children, young people, their families and our staff with a view to creating a whole Children’s Service Action Plan	Assistant Director Education Partnerships and Principal Social Worker	July 23

Corporate Services Anti-racist Action Plan

A number of the actions listed in the overall action plan will be facilitated by Corporate Services across the whole organisation, the actions listed below represent specific actions for Corporate Services

Action to be taken	Owner	By When
Review of our application processes (for example financial assessments) – to ensure we are monitoring in all areas, or consider how we can commence monitoring, of our customer base, so that we can use the information to ensure we are able to engage and develop future services that are reflective of the views of all of our customers.	Finance Business Partner (Adults & Children) (but then widening to others who have services with an application process)	March 23
Take targeted opportunities to raise awareness of the role of local councillors and the steps involved in becoming a councillor to ethnic minority communities in North Somerset. Review our nomination processes to ensure they are accessible	Head of Democratic and Electoral Services	March 23
Work with partners and community organisations through the North Somerset Together network to encourage a deeper understanding of anti-racist work and galvanise support for projects.	Head of Business Insight, Policy and Partnerships	April 23
Work with procurement to ensure that anti-racism (and other equalities priorities) are adequately reflected in procurement processes and documentation, and promote diverse workforces within contracts. Review our opportunities to ensure that all organisations in our supply chain understand and support our approach to anti-racism and the promotion of racial equality	Head of Strategic Procurement	April 23 September 23

Consider ways in which feedback from our ethnic minority communities on customer experience of our services can be captured. Use information gathered to improve services.	Head of Customer Services	April 23
Member induction and development to include training/briefing sessions on anti-racism.	Inclusion & Corporate Development Manager	May 23
To introduce a method whereby we can measure our complaints process in respect of protected characteristics, including ethnicity. To analyse the data quarterly and to intervene when any monitoring indicates a particular issue with a particular group (for example, a higher level of complaints from BAME staff).	Customer & Digital Services Manager	June 23 and quarterly thereafter
Work with Town and Parish Councils to encourage deeper understanding and local leadership of anti-racism work	Corporate Policy and Partnerships Manager	September 23
Concentrate our resources to better focus on interacting with our BAME communities (i.e. via Facebook).	Customer & Digital Services Manager	Ongoing
Monitor and report on the actions included within this plan as a part of the annual directorate statement. Consider the development of an Anti-racist Planning Group for the directorate	Director	Ongoing

Place Anti-Racist Action Plan

Action to be taken	Owner	By When
Ensure that anti-racism (and equalities priorities) is a topic at Place leadership forum, service meetings and other relevant settings to support the training and to ensure that everyone is equipped with the tools and skills to challenge racism, including conscious and unconscious bias.	DLT, Heads of Service	April 23 onwards
Ensure work to promote local business in North Somerset is inclusive and representative of ethnic minority owned businesses	Head of Economy	April 23
Include anti-racism actions (and other equalities priorities) in 2023/24 iteration of Annual Directorate Statement (ADS) for Place Directorate	DLT	April 23
<p>Libraries are committed to:</p> <ul style="list-style-type: none"> • Playing a part in ensuring that all children can find authentic representations of themselves in books, as well as seeing those who are different from them. • Understand the wide-ranging nature of the term 'diversity' to encompass race and heritage, disability, gender and gender identity, sexual orientation, age, socio-economic status, religion, and culture. • Understand 'inclusive books' to mean great mainstream stories, not isolated as a separate genre or segregated strand of literature. • Aim to keep up to date with matters surrounding diversity and inclusion. • Libraries across the district annually promote Black History Month through displays and book promotions. <p>Implement library stock diversity plan to increase provision and promotion of resources with diverse authors, illustrators and subjects.</p>	Head of Libraries	Ongoing

<p>Explore opportunities to embed anti-racist and race equality discussions in Community Learning courses. Content would need to be developed with the support from NSC Inclusion Team.</p>	<p>Head of Economy</p>	<p>March 24</p>
<p>Improve North Somerset’s ESOL offer by:</p> <ul style="list-style-type: none"> • Providing an initial English language assessment for potential ESOL learners • Mapping learners’ journey • Coordinate ESOL providers across the area, identifying any gaps and/ or duplication in provision. • Work with community and voluntary sector to identify opportunities for ESOL <p>Deliver ESOL conversational clubs</p>	<p>Head of Economy</p>	<p>March 24</p>
<p>Work with providers of UK Share Prosperity Fund to ensure their interventions (business start-up support, grants programmes, employment and skills activity) are:</p> <ul style="list-style-type: none"> • Accessible to people from all backgrounds • Appropriately communicated to the diverse communities of North Somerset • Aware of any anti-racist training which is available to support their delivery. <p>Feel able to challenge and inappropriate behaviour and actions through the Programme Manager and Head of Economy.</p>	<p>Head of Economy</p>	<p>March 24</p>
<p>Work with a diverse range of stakeholders in the development of any new plans or strategies (e.g., the Economic Plan and the Employment and Skills Plan) to ensure anti-racism is embedded.</p>	<p>Head of Economy</p>	<p>March 2024</p>

Public Health and Regulatory Services Anti-racist action plan

Action to be taken	Owner	By When
We will positively encourage bids to public health grant or other funding programmes to have a focus on improving the health of people from minority ethnic groups.	Mental Wellbeing and Community Development Manager and Healthy Weight and Workplace Health Manager	March 23
We will embed anti-racism in development of our Annual Directorate Statements and our team and service planning process.	Director	June 23
We will explore how best to use social media and radio channels used by people in Black, Asian and minority ethnic groups to raise awareness of health improvement services.	Health Improvement Service Leader	July 23
We will explore ways for people from ethnic minority groups to become more involved in the service planning process with the eventual aim of co-producing services.	PHRS	September 23
We will ensure that processes and procedures relating to Regulatory Services are fair, transparent and consistently applied, with clearly outlined routes of appeal.	Consultant in Public Health and Food and Commercial Safety Manager	September 23
We will conduct an engagement workshop for food business operators from Black, Asian and minority ethnic groups to provide support and coaching around food law codes of practice.	Consultant in Public Health and Food and Commercial Safety Manager	Sept 23
We will provide dental care for asylum seeker families via the Dentaid Bus, which has provided dental care to male asylum seekers living in local hotel accommodation.	Oral Health Public Health Specialist	December 23

We will make our commitments clear on our Better Health North Somerset website and will highlight progress in achieving these.	Health Improvement Service Leader	March 24
We will analyse health and wellbeing data in relation to ethnicity and will use this to inform the planning of services and to increase % individuals from ethnic minority groups accessing services to reflect North Somerset demographics. Target to increase by minimum of 1% per year	PHRS with BI team	Ongoing until March 25
We will ensure that all needs assessments and associated recommendations include a specific focus on the health and wellbeing needs of people in Black, Asian and minority ethnic groups.	PHRS	Ongoing until March 25
We will ensure that any published materials from the PHRS Directorate leaflets, posters etc, reflect the diversity in our population.	PHRS	Ongoing until March 25
We will engage with people from Black, Asian and minority ethnic groups and relevant forums and networks (such as the NSC BME Staff Forum, faith groups (Meadow Street), BME Network etc) to ensure we understand lived experience of the impacts of racism and discrimination and how best we can actively oppose racism in strategy and/or service development and improvement.	PHRS	March 24
We will increase the proportion of breastfeeding supporters and walk leaders from Black, Asian and minority ethnic groups to reflect local demographics.	Lifestyle Advisor (Early Years) and Healthy Early Years Officer	December 24
We will ensure that all food safety interventions are carried out in line with the food law code of practice and that our actions are equitable across all food business types and ownership with no one sector receiving over-enforcement or targeting.	Food and Commercial Safety Manager	Ongoing until March 25

<p>We will continue our work to improve the health and wellbeing of people in Gypsy Roma Traveller communities and among refugees and asylum seekers, advocating for health and wellbeing needs and tailored actions to improve health and wellbeing.</p>	<p>Director</p>	<p>September 24</p>
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