

## North Somerset Council's Anti-Racist Motion

### This motion has been taken from 'Our shared purpose' The Council's Anti-Racist motion and action plan 2025 – 2028

This council, representing people in North Somerset has a duty as a public leader to actively lead work to drive anti-racism, in its own and partner organisations. This council resolves as follows:

1. To stand together unreservedly with racially minoritised people in North Somerset, actively demonstrating our support through our communication channels.
2. To work to eradicate racism, xenophobia, Islamophobia, Antisemitism, and discrimination which impact the entire community and blight our society.
3. To review our services to ensure they are actively inclusive and anti-racist. Collecting data to analyse any discrimination in council services and employment.
4. To continue to listen to racially minoritised people living and working in North Somerset to ensure they are involved in any reviews of our processes, policies and organisational attitudes, ensuring we engage to seek their views on the issues they face in North Somerset, and work with and support community groups including Race quality North Somerset, schools, and places of worship in engaging with these issues.
5. 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.
6. To provide training on race equality and what it means to be anti-racist for all our staff and on Inclusive Leadership Development for our managers and elected members.
7. To recognise the rich cultural diversity of our employees and positively support their engagement in activity to address systemic racism wherever it occurs.
8. Develop an action plan that sets out the priority actions the council will take to support the delivery of this motion.

The council recognises that racial inequality exists, and we recognise our role in actively challenging it wherever it occurs in North Somerset. We make the commitment to implement these actions, through working with racially minoritised people within our community and with organisations in North Somerset to effect meaningful change.

