

Our shared purpose

Anti-racist motion and action plan 2025-2028



EMPLOYER
RECOGNITION
SCHEME

GOLD AWARD



Our shared purpose

Racism in all forms, both structural and in individuals, continues to be a serious and often denied or unseen problem in the UK.

Racism also exists in North Somerset. While the 2021 census indicates that the community of North Somerset is predominantly a White British area the data, alongside our local knowledge also indicates that our ethnic diversity is growing modestly and bringing a rich and vibrant community to live, work and enjoy our towns and villages.

Like other public authorities the council has a duty to ensure that we eliminate discrimination, promote equality and foster good relations between those who share a protected characteristic and those who do not, but our aim is to move beyond a place of acceptance to building trust and encouraging engagement to help us challenge systematic and individual racism across the area. We want to improve access to our services ensuring that we offer fair, inclusive and effective services for all.

We are mindful of the challenges that are posed by the anti-immigration sentiment, and we are clear that immigration and the cultural diversity of North Somerset is integral to the social and economic success of our area. We understand that many people in North Somerset experience inequality for a broad range of reasons, and we will work to establish the things we have in common rather than focus on our differences. We understand that community cohesion is vital to our quality of life in North Somerset as it fosters mutual respect and a sense of belonging for all. It is important that the council's anti-racism approach is seen as being important to everyone in North Somerset, it creates a shared purpose to build stronger services, better communities and an area where everyone can thrive regardless of their race or background.

We hope that this Anti-racist motion and action plan will bring:

- greater trust in the council and improved access to services by racially minoritised groups who will feel part of our community and supported
- improvements in the safety and the perception of safety of all those from racially minoritised groups who live in North Somerset
- a stronger and more cohesive community where shared leadership across key partners such as Health and the Voluntary and Community Sector organisations improves the outcomes for all
- a more diverse and culturally competent workforce who will provide safe and supportive services for all.

We will review the commitments within this document regularly. We welcome your feedback. If you have any questions or comments relating to any aspect of this document email IC.Development@n-somerset.gov.uk or call 01934 888 888 and ask to speak to the Inclusion and Corporate Development Team.

Mike Bell

Mike Bell

Leader of the Council

Mandy Bishop

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Chief Executive Officer

Catherine Gibbons

Deputy Leader of the Council

Councillor

Our anti-racism journey

The council passed its first anti-racist motion in April 2022. It was proposed in response to the global protests following the unlawful killing of George Floyd in June 2020. Three years on it is appropriate to remind ourselves of the commitments we have made and provide an update on the work completed so far, which includes:

- support for the creation of our Race, Ethnicity and Cultural Heritage (REACH) staff group
- creation of a reverse mentoring scheme (now known as Mutual Mentoring) with our Corporate Leadership Team and members of our REACH staff group
- inclusive leadership development–focus on race equality training for our Leadership Delivery Team, with over 100 participants
- introducing mandatory Anti-racism training for all staff
- exploring their role in championing anti-racism for our Corporate Leadership and Executive Team
- launch of a RESPECT guide – support for those who experience racism at work
- monitoring customer complaints by protected groups to review for patterns in relation to anti-racism
- improved North Somerset English for Speakers of Other Languages (ESOL) offer
- introducing a process for community tension monitoring
- encouraging bids to public health grant to have a focus on improving the health of people from racially minoritised groups
- successful Race Equality Week and Black History Month celebrations

Although progress has been made in combating racism, work to eradicate it entirely is far from complete.

There is still more to do.

The council's anti-racist motion continues to be important for a wide range of reasons.

- We have a duty to promote equality, diversity and inclusion ensuring all residents can live free from discrimination and prejudice, this includes our public sector equality duties under the Equality Act 2010.
- It acknowledges the presence of racism in North Somerset and its impact on both individuals and communities recognising that systematic and structural racism affects access to opportunities and equality of outcomes across a wide range of services.
- It demonstrates the council's commitment to tackling racism and promoting inclusivity across the communities of North Somerset.

- As a tool to promote positive conversations about what being anti-racist means to us, in times of increasing tension and anti-immigration sentiment amongst some of our communities.

There are a number of areas included in our original plan that still require some further focus, and which are going to be included in our next plan, including how we:

- influence our partners and suppliers through our procurement process
- share information about the work we are doing to champion anti-racism
- use the information we have about the diversity of our workforce to open up opportunities for others.

Our anti-racist motion

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 Equality 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.

Developing our anti-racist action plan

Discussions with people who have lived experience of race-related matters took place to consider what is important to those who live, work, and enjoy life in North Somerset, the results of the discussions have helped to shape this plan.

Thank you to Race Equality North Somerset (RENS) for helping to facilitate discussions and to our Race, Ethnicity and Cultural Heritage (REACH) staff group for their continued support and engagement on important matters that impact upon our employees and the wider community.

Governance

We will monitor delivery of this plan through our quarterly organisational performance review, overseen by the Corporate Leadership Team (CLT). Progress will also be reviewed with the Lived Experience Advisory Panel, with an annual update reported to full council.

To strengthen accountability and transparency, we will also:

- publish an annual summary of progress against a set of priority measures, including where possible outcomes and service experience measures disaggregated by ethnicity
- use a clear escalation route for any action that is off-track, including named owners, recovery actions, and revised timescales where required
- undertake a mid-point review, including feedback from racially minoritised groups, REACH staff group, and relevant partners, and agree any re-prioritisation needed for the final year of the plan
- apply a consistent approach to evidence: each action will identify the data source(s) and reporting frequency, and where baseline information is incomplete we will state how and when it will be improved

We recognise that improved reporting can initially increase recorded issues (for example hate incidents or complaints). We will interpret trends alongside other indicators (confidence to report, victim support uptake, repeat incidents, and qualitative feedback) to ensure we do not misinterpret reductions in reporting as reductions in harm.

Our anti-racist action plan

We want this plan to be a comprehensive call to action that aligns legal duties with council and community aspirations.

Part one - actions that are important to our community

Through discussions with people from racially minoritised groups who live and work in North Somerset the following themes have been identified.

The council's commitments and leadership role – being clear what we stand for and holding that position even when challenged. Focusing on ensuring fairness and tackling systemic racism. Holding ourselves and others across North Somerset to account for our anti-racism progress, using our partnership and contracting opportunities to influence broader practice across North Somerset.

Engagement – ensuring meaningful discussions take place in the development of our services, listening to the voices of those with lived experience.

Community communication and development – using our communications channels to help build a more cohesive and inclusive North Somerset, finding commonality and sharing our rich culture.

Education – support schools to understand cultural inclusion, providing our young people and their parents and carers with knowledge and information to counter challenging views. These actions have been included in the Children's Services action plan.

Council processes – ensuring that our systems and services are accessible and responsive to the needs of those who are racially minoritised in our area (actions to improve council processes are included within Directorate action plans).

Council commitments and leadership – action

Lead the development of an anti-racist 'pledge' for North Somerset via the North Somerset Partnership. Using the pledge to hold organisations to account for their progress.

Responsible officer: Chief Executive Officer

Target completion date: December 2026

Measure of success: Pledge in place, review of progress against commitments regularly reviewed at the North Somerset Partnership.

Identify areas where organisations can work together to support an anti-racist North Somerset.

Responsible officer: Chief Executive Officer

Target completion date: December 2027

Measure of success: 2 key projects identified and success monitored through North Somerset partnership.

Develop a 'race equality' system for North Somerset explaining and describing the many groups, networks and partnerships that exist who share our purpose to be anti-racist, develop inclusion and promote fairness.

Responsible officer: Inclusion and Corporate Development Manager and Engagement and Partnerships Manager

Target completion date: July 2026

Measure of success: Improved engagement with the voluntary and community sector.

Clearly defined roles and responsibilities across North Somerset leading to a comprehensive network of organisations working together to tackle racism across North Somerset.

The community will report that it is clear where to raise concerns and get support.

Pilot the inclusion of proportionate anti-racism expectations within tender documentation and contract management practice, and develop an approach for future wider rollout across council procurement.

This will include:

- defining proportionate supplier expectations by contract risk and value (for example workforce practices, training expectations for customer-facing roles, complaint handling, and how racist harassment of staff and service users will be addressed)
- testing evaluation questions and scoring guidance that delivers evidenced practice
- incorporating deliverable commitments into contracts, with contract management arrangements to monitor delivery including milestones, reporting, and appropriate remedies including guidance in tender documentation to help local and voluntary sector suppliers to bid without disproportionate burden

Responsible officer: Head of Procurement and Inclusion and Corporate Development Manager

Target completion date: April 2027

Measure of success: Pilot completed and evaluated, including learning on feasibility, supplier impact, and contract management requirements

A tested and agreed framework for future procurement activity, including template questions, scoring guidance, and contract clauses

Clear examples of the framework applied within procurements, and evidence that delivery has been monitored through contract management

Provide support for managers to enable fully inclusive recruitment in relation to cultural competence.

Responsible officer: Head of People Services

Target completion date: April 2027

Measure of success: Continued reporting on current staff profile to inform targeted recruitment campaigns.

Number of managers attending cultural competence training.

Ensure the Responding to Hate Incidents In North Somerset (RHINS) Hate Crime Forum is fit for purpose by conducting a full review of its structure, membership, and governance, engaging partners to agree a clear role and objectives aligned with the Anti-Racist Action Plan, and establishing a framework to monitor effectiveness and impact.

Responsible officer:	Safer Communities Service Manager
Target completion date:	February 2026
Measure of success:	Revised board with updated Terms of Reference in place. Evidence of monitoring hate incidents across North Somerset and recommendations to prevent and address themes emerging.

Ensure hate crime is fully integrated into the North Somerset Crime and Disorder Needs Assessment and develop an agreed Hate Crime Delivery Plan in collaboration with the RHINS Forum to drive coordinated action and monitor progress.

Responsible officer:	Safer Communities Service Manager
Target completion date:	April 2026
Measure of success:	Delivery plan in place and monitored through agreed governance. Evidence of improved confidence and access to reporting (for example multiple reporting routes, awareness, and referral pathways), timely victim support, and effective partnership responses. Trend data interpreted using multiple indicators, for example: reporting confidence, victim support uptake, response timeliness, repeat victimisation, and repeat hotspots, alongside qualitative feedback from affected communities.

Continuously improve North Somerset's community tension monitoring process by reviewing the framework quarterly, incorporating partner feedback and community intelligence, and ensuring timely reporting and response to emerging issues.

Responsible officer:	Safer Communities Service Manager
Target completion date:	Ongoing
Measure of success:	Evidence that the community tension monitoring is being used as intended resulting in an increased confidence to report. Evidence of swift action following reports, for example removal of graffiti, advise issues to colleagues.

Engagement – action

To ensure our new community strategy is co-produced with our residents, communities and partners so that all groups are represented in its development.

Responsible officer:	Engagement and Partnerships Manager
Measure of success:	<p>Engagement that includes all relevant groups to better inform and enable us to make a difference based on lived experience.</p> <p>Development of a relevant, informed Community Strategy</p>

Develop a Lived Experience Advisory Board to enable systematic, ethical engagement with racially minoritised residents and communities, informing council policy, service design, and delivery of this plan. The Board will support co-production and scrutiny, and will help the council understand where racism (including structural racism) is affecting access, experience, and outcomes.

We will recruit and support a Lived Experience Board who will enable community voice, engagement and feedback. Participation will be broad based not relying on a small number of individuals, and membership will be refreshed to avoid over-burdening communities. The council will be transparent with the board where recommendations or actions cannot be implemented, setting out the reasons, alternatives explored, and agreeing next steps.

Responsible officer:	Engagement and Partnerships Manager
Target completion date:	October 2026
Measure of success:	<p>Terms of Reference agreed and published, including purpose, membership, decision rights, confidentiality, and escalation routes</p> <p>Sustainable engagement model in place (accessibility, remuneration/expenses, safeguarding, trauma-informed practice, translation and interpretation where needed)</p> <p>Evidence of impact: at least two service or policy changes per year influenced by Board recommendations, with a clear “you said, we did” feedback mechanism</p> <p>Board members report that the engagement is meaningful, safe, and not extractive, measured through an annual evaluation</p>

Community communication and development – action

Development of a council wide communications plan to promote the council's approach to anti-racism.

Responsible officer:	Head of Communication and Engagement
Target completion date:	April 2026
Measure of success:	Communication plan developed. 'Information packs' created to support social media officer.

Improve the information we provide in relation to our work with racially minoritised groups to better manage FOIs, aid transparency and support the challenge of misinformation.

Responsible officer:	Head of Communication and Engagement
Target completion date:	May 2026
Measure of success:	Measure of success: Increased transparency and public understanding of the council's anti-racism work, evidenced by proactive publication of key information (including progress updates and FAQs), improved accessibility of information (plain English and accessible formats), and constructive public engagement. FOI trends will be monitored for learning (themes and gaps in published information), but FOI volume will not be used as a primary success measure.

Using our communication channels to:

- raise awareness, challenging misconceptions and misunderstanding, and confronting bias in our area. Taking a robust approach to demonstrating we are anti-racist on social media

Responsible officer:	Head of Communication and Engagement
Target completion date:	Ongoing
Measure of success:	A reduction in FOIs linked to the council's anti-racism work and work to support refugee and other migrant communities

Enabling community cohesion through storytelling to promote learning, build connection and understanding of the diversity of North Somerset.

Responsible officer: Head of Communication and Engagement

Target completion date: December 2026

Measure of success: Strengthen relationships with racially minoritised groups

Develop a 'social listening' approach to the monitoring of community tensions and work alongside the RHINS group to address concerns.

Responsible officer: Head of Communication and Engagement

Target completion date: April 2027

Measure of success: An initial increase but then reduction in reported community tension with positive, proactive responses taken by partners as appropriate

Support local events that celebrate and promote awareness of the rich and diverse culture of North Somerset.

Responsible officer: Engagement and Partnerships Manager

Target completion date: Ongoing

Measure of success: Identification of key local events, ensuring appropriate council presence.

Information about the events shared via council communication channels.

Part two – actions that are important to our REACH staff group

The REACH staff group are an important forum that supports the development of employee-based policy and process, influencing and informing the council's approach. We are committed to ensuring the ongoing facilitation of this engagement group. We recognise the lived experience of the group members and appreciate their clear and candid contributions. The group offers appropriate, important peer support.

REACH staff group meetings are held within the working day with all those with lived experience welcome and permitted to attend.

The group helps us to recognise and understand the impact of race-based matters on our own employees we will work with them to support the consistency and confidence of our managers to recognise and support those affected by racism at work.

Action

Work alongside the REACH Group to raise awareness of how to consistently and confidently support racially minoritised employees. Including:

Responsible officer: Inclusion and Corporate Development Manager

Target completion date: Ongoing

Measure of success: Four sessions delivered annually.

Improved confidence of managers to provide consistent support to those effected by racism at work.

Facilitation of mutual mentoring for Corporate Leadership Team.

Responsible officer: Inclusion and Corporate Development Manager

Target completion date: March 2026

Measure of success: REACH Staff Group members notice and report an improvement.

Briefings for managers following the launch of the respect guide through delivery of inclusive leadership Development training—supporting our colleagues affected by Racism and Work

Responsible officer: Inclusion and Corporate Development Manager

Target completion date: May 2026

Measure of success: An increase in the number of racially minoritised employees who are satisfied that the council promotes equality of opportunity (as demonstrated through the staff survey)

Deliver cultural competence training to Leadership Delivery Team

Responsible officer: Inclusion and Corporate Development Manager

Target completion date: September 2026

Recognise the contributions of the REACH group's role as a 'critical friend' helping to inform and support the development of key corporate processes to monitor community tensions.

Responsible officer: Head of Communications and Engagement

Target completion date: Ongoing

Measure of success: Communication with Leadership Delivery Team clear regarding their role in supporting those effected by such events.

Regular review of 'contingency plan' for internal and external cascade of relevant and important information in the event of a local, national or international event.

Responsible officer: Head of Communications and Engagement

Target completion date: December 2026

Measure of success: Annual REACH report to People Strategy Board and Corporate Leadership Team.

Formalise the voice of racially minoritised employees in the CEO weekly community tensions monitoring group

Responsible officer: Head of Communications and Engagement

Target completion date: December 2025

Measure of success: Four relevant articles included in the Knowledge and CEO's Message

Report published and discussed at People Strategy Board and Corporate Leadership Team, leading to commitment to progress and support any issues and actions identified.

Celebrate the work of our REACH Group through the publication of their annual

report and sharing of regular information to improve cultural competency.

Champion commitment to celebrate the work of the group, enabling the group membership to strengthen and grow

Responsible officer: REACH Group – CLT Champion

Target completion date: Ongoing

Produce calendar of dates where the opportunity to amplify cultural messages and celebrations are planned for the year ahead.

Responsible officer: REACH Group – CLT Champion

Target completion date: April 2026 (and annually)

Measure of success: Demonstrating a positive culture of inclusion and belonging as demonstrated through the staff survey results.

An increase in the number of racially minoritised employees who are satisfied that the council promotes equality of opportunity (as demonstrated through the staff survey)

Part three – actions that are important to our services.

We understand that we need to start by looking at our systems and challenging our approach to the delivery of our services. Taking an anti-racist approach means reviewing what and how we do things with support from those with lived experience. These actions support the delivery of the community theme of council processes.

Adult Social Care and Housing

Identify anti-racist/equity, diversity and Inclusion team champions (as part of wider team champions proposal)

Responsible officer: Principal Social Worker

Target completion date: December 2025

Measure of success: Improved awareness of anti-racist practice at team level.

Regular conversations about anti-racist practice will be facilitated within teams.

Complete self-assessment using the [diverse by design for adult social care – the community and workforce relationship self-assessment tool](#)

Responsible officer:	Principal Social Worker
Target completion date:	March 2026
Measure of success:	<p>Better awareness of where we are currently and distance to travel.</p> <p>Identification of future actions.</p>

Produce clearer guidance on recording ethnicity and other demographic information including primary support reasons on LAS.

Responsible officer:	Principal Social Worker and Business Intelligence LAS lead
Target completion date:	December 2025
Measure of success:	<p>Better recording leading to better data and understanding of demographic using ASC, and any barriers to groups accessing support.</p>

Work with Partners for Care and Health/LGA to agree EDI action plan to improve CQC rating re Equity of Outcome and Experience (currently requires improvement) using Diverse by Design.

Responsible officer:	Principal Social Worker and CQC Assurance Manager
Target completion date:	March 2026
Measure of success:	<p>Clear improvement plan in place leading to CQC rating re Equity of Experience and outcomes</p>

Train our staff to have good cultural awareness by attending IOM (International Office of Migration) training

Responsible officer:	Head of Housing and Asylum Seeker Support Worker
Target completion date:	November 2026
Measure of success:	<p>Improved staff confidence in dealing with immigration matters.</p>

Work with partners to identify good practice with Gypsy, Roma, Travellers

Facilitate training to raise awareness of the needs of the Gypsy, Roma and Traveller community.

Responsible officer: Head of Housing and Asylum Seeker Support Worker

Target completion date: August 2026

Measure of success: Attendance at Corporate Gypsy, Roma and Traveller meetings.

More appropriate and effective support for Gypsy, Roma and Traveller Community.

Improved awareness and confidence of employees and councillors when responding to concerns raised by Gypsy, Roma and Traveller community.

Work in partnership with Marketing and Communications Team, police, counter terrorism and community safety to combat misinformation.

Responsible officer: Head of Housing and Asylum Seeker Support Worker

Target completion date: November 2026

Measure of success: An improved, visible response to misinformation.

A reduction in community communications and tension as a result of misinformation.

Healthy and Sustainable Communities

Embed an anti-racism approach within the Joint Health and Wellbeing (H&WB) Strategy 2024-2028 and action plan, and the Inequalities Action Plan.

Responsible officer: Consultant in Public Health (Health Improvement)

Target completion date: April 2028

Measure of success: Increased engagement and scrutiny of PHRS-led strategies and action plans with people with lived experience through community and staff groups and forums.

Impact to be assessed through quarterly reporting and six-monthly narrative report

Responsible officer: Director of Healthy and Sustainable Communities

Target completion date: April 2026

Measure of success: Resource is strategically allocated to actions that promote an anti-racist approach for long-term impact.

Long term data collection of outcomes to monitor impact of approach.

Apply learning from North Somerset Smokefree Generation Programme to other public health services and programmes to increase understanding of reach to different population groups and to ensure equity of access and outcomes.

Responsible officer: Consultant in Public Health (Health Improvement)

Target completion date: December 2026

Measure of success: Improved data collection and understanding of the reach of specific healthy lifestyle services to different population groups.

Target completion date: December 2027

Measure of success: Actions in place to address any inequity in access and outcomes among people in different ethnic groups.

Completion of Equality, Diversity and Inclusion Community Health Development Worker Projects, including:

- RENS will deliver a community-focused project for 12 months dedicated to listening and engagement with global majority groups and the implementation of interventions
- Recruit Health creation leads to increase capacity of RENS to deliver this
- Focused engagement, listening, and partnership with people in our communities, signposting and support
- Attendance at relevant stakeholder groups to advocate and advise on needs of communities
- Offering training to support improvement in capturing demographic information and needs.
- Quarterly reports to the Health and Wellbeing Board on progress and insights

Attendance at the following meetings

- Locality Boards for One Weston & Woodspring
- Locality subgroups for example, ageing well, CMHT

Responsible officer: Service Leader Health and are Public Health

Target completion date: Project commenced September 2025

Measure of success: Improved understanding of the needs and experiences of under-served groups to inform the development of relevant and accessible provision.

Evidence of improved connection into decision making forums, ensuring communities understand policy direction and their voices are heard.

Completeness of demographic data capture, to enable improved understanding of underserved communities' needs and strengthen data informed decision making

Progress evidenced through quarterly reports to the Health and Wellbeing Board on progress and insights to rapidly integrate learning into policy development and decisions

Review Regulatory Services accessibility for people whose first language is not English; including consideration of the current translation provision and signposting to ESOL support.

Responsible officer: Consultant in Public Health (Health Protection)

Target completion date: December 2026

Measure of success: Improve access/support/signposting for residents and business owners (for example, taxi drivers, food businesses) who may not have English as their first language.

Evidence of regulatory work undertaken fairly for those that don't have English as a first language.

Compliance of local business owners and landowners with regulatory standards

Support staff in frontline services to challenge racism observed in the community, or in response to statutory consultations.

Shape standard response to racist comments received through Planning consultations and apply consistently

Responsible officer: Head of Planning

Target completion date: April 2026

Measure of success: Evidence of officers responding consistently to racist views expressed through statutory consultations – in particular planning consultations.

A reduction in the number of inappropriate views expressed through the planning process.

Review opportunities and activities to ensure that they are open and accessible to all communities and target promotional activities to encourage participation from all.

- Encourage and support a greater range of diverse and inclusive events
- Ensure events review outcomes and access to new portal enables accessibility by all communities
- Work with UK Shared Prosperity Fund (UKSPF) communications lead to understand what type of analysis can be done regarding whether our communication are effective in reaching diverse groups in North Somerset.
- UKSPF outcomes mapped against protected characteristics to understand if the programme has underperformed across any of the equalities categories
- Data used to inform future programme design, including (if necessary) considering how we undertake outreach, comms, and the design of any grant programmes
- Session held with relevant community groups to understand if they were aware of grant programmes.
- Alternative approach to grant comms in place as required

Responsible officer: Head of Economy

Target completion date: June 2026

Measure of success: Better understanding of data on engagement by diverse communities in range of activities

Greater engagement across communities with opportunities and activities, for example:

More diverse events, and more diverse attendance at events.

Wider range of applications for grants and opportunities for support

Regularly and proactively promote and celebrate our anti-racist activities, for example the removal of racist graffiti, support for businesses

Responsible officer: All Heads of Service to regularly consider opportunities as part of comms strategy – through Wider DLT monthly review

Target completion date: Ongoing

Measure of success: Communities/residents are more aware of our anti-racist approach both through proactive activity and promotions
Reactive responses to racism for example are shared through communication channels

Environment, Assets and Transport

Support staff in frontline services to challenge racism observed in the community, or in response to statutory consultations

- Engage with management teams to understand where/how racist behaviour in the community occurs as part of delivering frontline services including Community Response, Parking, Highways, Parks and Seafront
- Agree set of responses and roll out to frontline staff to enable racist behaviour to be challenged

Responsible officer: Director of Environment, Assets and Transport Services

Target completion date: Ongoing

Measure of success: Officers are enabled to challenge racism in communities, and this happens regularly and consistently.
An increase in reports through the community tensions reporting system to enable themes to be identified and a whole organisation approach considered as appropriate.

Better understand where there may be barriers to some communities accessing services provided through the Environment Directorate for example, leisure centres, parks and open spaces to help shape future policy and delivery models

- Engage with Leisure Providers to understand usage of council leisure provision by racially minoritised groups
- Review policy and practice in supporting access to leisure centres by all communities and identify opportunities to reduce potential barriers

Responsible officer: Head of Open Space, Natural Environment and Leisure

Target completion date: Ongoing

Measure of success: Review of data that evidences how diverse communities access leisure services

Improved understanding of the barriers for some communities to access our services

Action taken to address these barriers, evidenced by an increase usage of services from racially minoritised groups.

Children's Services

Ensure that all children's services employees are appropriately and accurately recording ethnicity in our electronic systems to inform our work and practice reviews

Responsible officer: Assistant Director – Children's Services

Target completion date: Ongoing

Measure of success: Work with children and families is informed by a clear understanding of their lived experiences

Key Performance Indicator – A reduction in data gaps reported monthly through Annexe A exception reporting.

Monthly exception reporting on ethnicity shared by BIIS

Undertake and share themed audits of practice with minoritised groups and share with children's services staff and partners

Responsible officer: Assistant Director – Children's Services

Target completion date: May 2026

Measure of success: Practice reviews show culturally sensitive work and area for improvement are identified and acted upon.

Youth Justice Service audit completed and shared with partners

Leadership Team away day to focus on anti-racism and intersectionality

Responsible officer: Director of Children's Services

Target completion date: March 2026

Measure of success: Leader's report feeling more confident in identifying, discussing and addressing issues of race and intersectionality.

Colleagues from minoritised groups report that they feel supported by managers

Analyse the existing educational and social outcomes for children from minoritised groups and develop a plan with education leaders to address any identified issues

Responsible officer: Assistant Director Education Partnerships

Target completion date: September 2027

Measure of success: There is a narrowing of the gap between children from minoritised group and their peers

Review the effectiveness of the Early Years Anti-racism charter and amend as appropriate and consider options for expansion to other settings

Responsible officer: Assistant Director Education Partnerships

Target completion date: March 2026

Measure of success: Settings supporting children and families are welcoming and able to meet the needs of those from minoritised groups

Safeguarding Partnership Board to review and respond to the Child Safeguarding Review Panel: 'It's silent: Race, racism and safeguarding children report.'

Responsible officer:	Director – Children's Services Through the North Somerset Safeguarding Partnership
Target completion date:	September 2026
Measure of success:	The safeguarding partnerships evaluates current partnership work in this area and identify what further development is needed in learning reviews, and multi-agency safeguarding practice, to address and respond to issues of race, racism and racial bias.

Share best practice with schools and settings on addressing racism through the safeguarding partnership

Responsible officer:	Assistant Director – Education Partnerships
Target completion date:	Ongoing
Measure of success:	To ensure that settings feel equipped to respond appropriately to racist incidents and provide support.

Corporate Services

To analyse and report on complaints data and to intervene when any monitoring indicates a particular issue with a particular group (for instance higher level of complaints from a particular group).

Responsible officer:	Customer and Digital Services Manager
Target completion date:	July 2026
Measure of success:	Data will be used to inform future actions and to decide on extending data gathering where appropriate. Data will be used to help inform the new customer service strategy.

To promote anti-racist conversations and to embed anti-racist behaviour in our own actions/teams.

Responsible officer:	Director of Corporate Services
Target completion date:	April 2026
Measure of success:	<p>Clear evidence of organisational values role modelled across the directorate.</p> <p>An increase in cultural competence and understanding.</p> <p>Evidence of anti-racism embedded into our daily practice, not just focusing on extreme incidents, but also acting on micro-aggressions and holding ourselves accountable if inclusive values are not upheld.</p>

Review usage of NS libraries by racially minoritised communities and consider whether there are service changes that could encourage greater levels of use of the services offered by libraries.

Responsible officer:	Head of Libraries and Community
Target completion date:	December 2026
Measure of success:	<p>Clearer understanding of data that evidences how diverse communities access libraries services</p> <p>Clearer understanding of the barriers for some communities to access our services</p> <p>Action taken to address these barriers and increase usage of services by racially minoritised communities</p>

This publication is available in large print, Braille or audio formats on request.

Help is also available for people who require council information in languages other than English.

For all enquiries please contact

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