

TEIGNBRIDGE DISTRICT COUNCIL

EXECUTIVE

11 FEBRUARY 2021

Report Title	Notice of Motion - Equality of Representation
Purpose of Report	To agree the recommendations of the Audit Scrutiny Committee and Overview and Scrutiny Committee in relation to the BAME Notice of Motion and recommend those are put forward to Full Council for approval.
Recommendation(s)	<p>The Executive is recommended to :</p> <p>Agree the following recommendations</p> <p>Motion No (1)</p> <p>1. Equalities training for members is arranged through Democratic Services and members are encouraged to attend by Group Leaders</p> <p>2. That the Committee report template is amended to include “Equalities Considerations” and whether a Business Impact Assessment is required</p> <p>3. The Council’s Equalities Policy, which expires in 2020, is reviewed and considered by O&S and Executive and included in 2021 Forward Plan</p> <p>Motion Nos (2) and (4)</p> <p>The Leader of the Council write to the Secretary of State for Education urging him to:</p> <p>Review the primary school, GCSE and A Level national curriculum with a view to ensuring that the historical record of the British Empire is treated in a way which fully takes account of slavery, the actions and views of historical figures and other oppressive experiences of BAME people, many of whose descendants are now part of our community.</p> <p>Show compassion and understanding by starting a national debate led by the BAME community, which seeks to define racism, the impacts of it in today’s society - and demonstrate how we can all help people of colour feel fully included and welcomed in the UK (this could be part of the current government review)</p>

Identify a Cabinet minister champion for the BAME community.

Motion No (3)

Councillors to promote the pilot educational project being undertaken in partnership with Teignmouth Community School by raising awareness of the project through their formal and informal networks and encouraging other schools in the District to utilise the curriculum resources developed through the project and/or undertake similar projects in local schools.

Motion No (5)

Following completion of the Equalities Impact assessment on the recovery plan, members of Audit Scrutiny Committee to review and determine if there are any areas of weakness. Comments to then be sought from external registered groups representing the interests of that group.

Motion No (6)

Recommend that the Council encourages local historic societies to identify street names of particular historic significance and develop signage to explain the history behind the street's name.

Review the street naming and numbering procedure to reflect the recent LGA advice note relating to requests from the public to change the public realm.

Motion No (7)

An additional 2 questions should be included in the Councillors Community Fund form:

1. How does your organisation or project meet the needs of (tick all or any that apply)

- Older people (over 65yrs)
- Young people (under 18yrs)
- People with disabilities
- Members of the LGBT community
- Pregnant Women
- Black, Asian and Minority Ethnic (BAME) people

Please add any further comments here (Text box)

2. Do you have an Equalities Policy Yes / No
If Yes please upload a copy

Financial Implications	<p>Will depend on whether Equalities, Diversity and Inclusion training is arranged internally or externally. An internal course (2hrs) could be developed and delivered by HR at nil costs or external training has been identified at a cost of between £1,700 and £2,500 dependent upon the number of sessions delivered. Members would need to identify a budget for the external training</p> <p>Martin Flitcroft Chief Finance Officer & Head of Corporate Services Martin.Flitcroft@teignbridge.gov.uk</p>
Legal Implications	<p>Advice has previously been on the matter and as such there are no further legal implications to report. Solicitor to the Council karen.trickey@teignbridge.gov.uk</p>
Risk Assessment	N/A
Environmental/ Climate Change Implications	None
Report Author	Amanda Pujol, Head of Communities & Service Improvement
Portfolio Holder	<p>Cllr Martin Wrigley, Executive Member for Homes and Communities Cllr Nina Jeffries, Executive Member for Economy and Jobs</p>
Appendices	<p>Audit Scrutiny Committee 7 January 2021</p> <p>Overview and Scrutiny Committee (1) 12 January 2021</p> <p>Overview and Scrutiny Committee (2) 12 January 2021</p>

1. PURPOSE

- 1.1 To agree the recommendations of the Audit Scrutiny Committee and Overview and Scrutiny Committee 1 in relation to the BAME Notice of Motion and recommend those are put forward to Full Council for approval.

2. REPORT DETAIL

2.1 On 28 July 2020, following a Notice of Motion put forward by Councillor Jeffries, Full Council unanimously resolved that:-

- 1) There was a review of Teignbridge District Council's Human Resources and Equalities practices and the inclusion of regular training for members and officers, to ensure the needs of underrepresented groups are met through addressing poverty and encouraging economic and social mobility:-
- 2) [The Council to] Work with Devon County Council (DCC) to explore the prospect of making changes to the education curriculum to include BAME experiences, contributions, and the FACTs of History, throughout the year:-
- 3) [The Council to] Explore the possibility of an education transformation project in conjunction with schools that creates a suite of curriculum resources specific to Teignbridge's History:-
- 4) [The Council to] Lobby Government to invest and resource changes to the curriculum across the UK through the support of organisations such as The Black Curriculum and via associated campaigns:-
- 5) An advisory board [to be] put in place linked to the Equality Impact Assessment for the Covid -19 recovery plan, to connect the experiences of BAME individuals within the community with the aim of driving forward positive change:-
- 6) [The Council to] In partnership with DCC, [to] conduct a review of street names and monuments within Teignbridge to assess where information plaques relevant to uncovering the history of Imperialism and links to slavery can be put in place as soon as possible: [and]
- 7) [The Council to] Encourage Teignbridge organisations to contribute to diversity and social mobility through revising the Cllr Community Fund grants criteria to include (but not exclusively); *projects that contribute to addressing inequalities and raising educational attainment within underrepresented groups*

2.2 Following reports to Audit Scrutiny Committee on 7th January 2021 and Overview and Scrutiny 1 on 12th January the following recommendations were agreed for consideration by the Executive:

Motion No (1)

1. Equalities training for members is arranged through Democratic Services and members are encouraged to attend by Group Leaders
2. That the Committee report template, completed by officers, is amended to include "Equalities Considerations" and whether a Business Impact Assessment is required
3. The Council's Equalities Policy, which expires in 2020, is reviewed and considered by O&S and Executive and included in 2021 Forward Plan

Motion Nos (2) and (4)

The Leader of the Council write to the Secretary of State for Education urging him to:

Review the primary school, GCSE and A Level national curriculum with a view to ensuring that the historical record of the British Empire is treated in a way which fully takes account of slavery, the actions and views of historical figures and other oppressive experiences of BAME people, many of whose descendants are now part of our community.

Show compassion and understanding by starting a national debate led by the BAME community, which seeks to define racism, the impacts of it in today's society - and demonstrate how we can all help people of colour feel fully included and welcomed in the UK (this could be part of the current government review)

Identify a Cabinet minister champion for the BAME community.

Motion No (3)

Councillors to promote the pilot educational project being undertaken in partnership with Teignmouth Community School by raising awareness of the project through their formal and informal networks and encouraging other schools in the District to utilise the curriculum resources developed through the project and/or undertake similar projects in local schools.

Motion No (5)

Following completion of the Equalities Impact assessment on the recovery plan, members of Audit Scrutiny Committee to review and determine if there are any areas of weakness. Comments to then be sought from external registered groups representing the interests of that group.

Motion No (6)

Recommend that the Council encourages local historic societies to identify street names of particular historic significance and develop signage to explain the history behind the street's name.

Review the street naming and numbering procedure to reflect the recent LGA advice note relating to requests from the public to change the public realm.

Motion No (7)

An additional 2 questions should be included in the Councillors Community Fund form:

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Please add any further comments here (Text box)

Executive Committee

2. Do you have an Equalities Policy Yes / No
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- 2.3** At Overview and Scrutiny Committee 1 on 12 January 2021 members raised a number of queries around the existing process for changing Street names and any associated costs. For clarity, the existing Street Naming and Numbering procedure (which the Executive is asked to agree to review) states the following:

Requests to name an unnamed street or rename a street will only be progressed if it can be demonstrated that the owners of all of the affected properties have been consulted and at least two thirds are in agreement. A canvas form detailing the changes and signed by all of the property owners would be acceptable.. If the request is to rename an existing street, the request must be justified by legitimate reasons in order for it to be forwarded to the relevant Ward Councillors or Town / Parish Council. A dislike of a street name would not normally constitute a legitimate reason for changing it. The suggested new street name will need to be confirmed as acceptable by Royal Mail and / or the Fire & Rescue Service and final confirmation will be required from a Council Corporate Director. Where addresses are changed as a result of the naming or renaming of a street we will arrange for Royal Mail to amend their records. We will also notify a number of bodies including the Valuation Office Agency, Land Registry and the emergency services. We will not take any responsibility for any issues which may arise from the address change with third parties such as utility companies or insurance companies. All costs associated with providing and erecting new street nameplates will have to be met by the owners of the properties who request the new street name except in exceptional circumstances where at its discretion the Town / Parish Council / City Council will provide and install the nameplates.

- 2.4 The planning department have confirmed that there are no planning implications in erecting signage under a street name to explain their historical context.

3 FINANCIAL IMPLICATIONS

- 3.1 Will depend on whether Equalities, Diversity and Inclusion training is arranged internally or externally. An internal course (2hrs) could be developed and delivered by HR at nil costs or external training has been identified at a cost of between £1,700 and £2,500 dependent upon the number of sessions delivered. Members would need to identify a budget for the external training

4. CONCLUSION

- 4.1 Executive are recommended to agree the recommendations of the Audit Scrutiny Committee and Overview and Scrutiny Committee in relation to the BAME Notice of Motion and recommend those are put forward to Full Council for approval.