

# **SPECIAL POLICY & RESOURCES COMMITTEE**

## **ADDENDUM**

**4.00PM, THURSDAY, 30 JULY 2020**

**VIRTUAL MEETING - SKYPE**

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# ADDENDUM

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**ADULT AND COMMUNITY LEARNING**

**GREEN GROUP AMENDMENT**

That an additional two recommendations 2.3 and 2.4 be added to the report as shown in ***bold italics***:

***2.3 That the committee request officers urgently explore with Adult and Community Learning partners in the city what provision can be put in place for some of our city's most vulnerable learners as of September 2020, with consideration to the impact of Covid-19 on service delivery.***

***2.4 That given the practical, financial and legal implications, the committee requests the Audit and Standards Committee, by way of additional assurance, to request officers to undertake an audit into why it was not possible to implement the decision agreed at the April 30 meeting of the Policy & Resources Committee.***

Proposed by: Cllr Clare

Seconded by: Cllr Hugh-Jones

Recommendation if carried to read:

- 2.1 (i) That the family learning element of the adult education budget which supports the city's vulnerable families will be delivered directly by the tutors currently employed by the council using online or distanced based learning methods where possible. This will involve the TUPE of relevant staff from the Friends Centre;
- (ii) In order to retain and secure the council's ESFA grant for adult education for the academic year 2020/21 sub-contracting arrangements should be put in place. This will provide a suitable timeframe in which to plan and implement measures which will deliver a sustainable service for the council going forward;
- 2.2 That the £61,030 allocated by committee to support the transition to an inhouse adult and community learning service will not be required unless alternative delivery premises are secured.
- 2.3 That the committee request officers urgently explore with Adult and Community Learning partners in the city what provision can be put in place for some of our city's most vulnerable learners as of September 2020, with consideration to the impact of Covid-19 on service delivery; and

2.4 That given the practical, financial and legal implications, the committee requests the Audit & Standards Committee, by way of additional assurance, to request officers to undertake an audit into why it was not possible to implement the decision agreed at the April 30 meeting of the Policy & Resources Committee.

**STEP BY STEP**

**GREEN GROUP AMENDMENT**

That an additional recommendation 2.2 be added to the report as shown in ***bold italics***:

***2.2 That the committee request officers urgently explore what can be offered in place of the Step by Step programme ahead of the wider review into education provision for those living in supported accommodation who were previously homeless.***

Proposed by: Cllr Clare

Seconded by: Cllr Hugh-Jones

Recommendation if carried to read:

- 2.1 That the Step by Step project be withdrawn from 31 July 2020 and that ASC consult with relevant stakeholders as part of a comprehensive review of the service; and
- 2.2 That the committee request officers urgently explore what can be offered in place of the Step by Step programme ahead of the wider review into education provision for those living in supported accommodation who were previously homeless.





**GET SOCIALLY ACTIVE**

**GREEN GROUP AMENDMENT**

To add recommendations 2.2 and 2.3 as shown below in ***bold italics***:

***2.2. The Council asks the Friends Centre that before the close of business on 31 July the Centre sends a communication to all those enrolled on the Get Socially Active Project to inform them of the situation and advise them to get in touch with their DWP work coach or the National Careers Service if they need support accessing opportunities.***

***2.3 That officers are requested to bring a report to the Children, Young People & Skills Committee on the skills and employment offer in the City that may be helpful in filling the gaps that will exist following the demise of the Project.***

Proposed by: Cllr Osborne

Seconded by: Cllr Clare

Recommendation if carried to read:

- 2.1 The recommendation is not to take forward the option to bring in-house the Get Socially Active Project due to the resources required to manage the project and the risks attached to the funding requirements.
- 2.2. The Council asks the Friends Centre that before the close of business on 31 July the Centre sends a communication to all those enrolled on the Get Socially Active Project to inform them of the situation and advise them to get in touch with their DWP work coach or the National Careers Service if they need support accessing opportunities.
- 2.3 That officers are requested to bring a report to the Children, Young People & Skills Committee on the skills and employment offer in the City that may be helpful in filling the gaps that will exist following the demise of the Project.



**Subject:** **Becoming an Anti-Racist Council**  
**Date of Meeting:** **30 July 2020**  
**Report of:** **Executive Lead Office for Strategy, Governance & Law**  
**Contact Officer:** Name: **Greg Weaver** Tel: **01273 291214**  
E-mail: [greg.weaver@brighton-hove.gov.uk](mailto:greg.weaver@brighton-hove.gov.uk)  
**Wards Affected:** All

**FOR GENERAL RELEASE**

***Action Required of Special Policy & Resources Committee***

Special Policy & Resources Committee note the recommendations set out in the report agreed at Special Tourism, Equalities, Community & Culture Committee.

## **BRIGHTON & HOVE CITY COUNCIL**

### **SPECIAL TOURISM, EQUALITIES, COMMUNITIES & CULTURE COMMITTEE**

**4.00pm 29 JULY 2020**

#### **VIRTUAL MEETING - SKYPE**

#### **MINUTES**

**Present:** Councillor Ebel (Joint Chair), Powell (Joint Chair), Rainey (Deputy Chair), Appich (Opposition Spokesperson), Nemeth (Group Spokesperson), Evans, Phillips, O'Quinn and Simson

**Other Members present:** Lola Banjoko, Nick May and Anusree Biswas-Sasidharan.

#### **MINUTE EXTRACT**

##### **PART ONE**

#### **16 BECOMING AN ANTI-RACIST COUNCIL**

- 16.1 The Committee considered a report of the Interim Director of Housing, Neighbourhoods, Communities which sought to set out the immediate actions the council were taking to with respect to becoming an 'anti-racist' council. It also sought to outline the effort in increasing equality by informing how BHCC would plan, finance, deliver, commission and review services. The report was provided by the Head of communities and equality.
- 16.2 The Head of Communities and Equality stated the importance of moving fast with the implementation of the strategy and that asking people to detail racist experiences would further compound harm as a result no consultation was needed. It was noted that other groups in the city would be included. It was clarified that a progress report would be brought next year.
- 16.3 Councillor Simson referred to the new resource area on the website and enquired if this had already occurred and if so when.
- 16.4 The Head of Communities and Equality stated that the website had not yet been made live as resources on the website had not yet been made ready.
- 16.5 Councillor Appich enquired whether the new Administration would be moving forward with BHCC's new responsibilities.
- 16.6 The Head of Communities and Equality referred to BHCC's 13 activities and stated that Councillors would be involved in different activities in different ways. It was stated that this was about changing BHCC at a foundational level.

- 16.7 The Chair stated that intersectionality would be a key feature of the strategy.
- 16.8 Councillor Phillips stated 7 different areas to direct progress:
- Importance was stressed on decolonising the curriculum and that Black, Asian and Minority Ethnic role models should be brought to light.
  - It was noted that there was a question brought at Full Council regarding the exclusion of ethnicities.
  - Reference was made to intersectionality, it was stated that more people would be invited to take part in the governing process.
  - It was stated that rules on political representation would be looked at.
  - Reference was made to hate crimes and that it would be good to track statistics from police. It was stated that
- 16.9 The Head of Communities and Equality responded with the following:
- Stated that the 'upstanding' programme would be set up to create a city Community network to train people on how to act when witnessing 'hate'.
  - The Head of Communities and Equality referred to the engagement plan and stated that this could be brought back to a later meeting. It was stated that White British officers should not be engaging in the process as it could be seen as taking over the voice of Black, Asian & Minority Ethnic involvement.
  - It was stated that colleagues in Family, Children and Learning would be looking at anti-racism measures to be implemented in schools.
  - It was stated that CAG would be looking at how to implement intersectionality out to all.
  - It was stated that, as per the fair an inclusion action plan, workforce changes would be forthcoming and that HR would be involved in this.
- 16.10 Councillor Rainey referred to item 3.5 and stated that efforts would be underway to look at institutional racism within the justice system. It was stated that there were issues with Black, Asian and Minority Ethnic people being disproportionately affected by a Stop and Search policy.
- 16.11 The Interim Director for Housing, Neighbourhoods & Communities clarified that part of the strategy was to work in partnership with statutory agencies in the City, It was stated that BHCC would work with many partners. Reference was made to Councillor Alex Phillips comments and it was stated that BHCC's approach would be first and foremost led by the entire community. It was noted that the entire community would decide what was to be prioritised for the City.
- 16.12 Councillor O'Quinn further clarification as to the Stop and Search figures that were alluded.
- 16.13 Councillor Rainey clarified that the figures stated were for Sussex.
- 16.14 Councillor O'Quinn stated that colonial action was taught in great length within the curriculum. It was noted that she had previously taught at the schools noted in the report.

- 16.15 The Head of Communities and Equality clarified that decolonisation implied looking at the way that history was taught. It was stated that it would be an effort to redress the perception of and the representation of Black people in British history.
- 16.16 Councillor O'Quinn stated that the report was worded poorly and noted that good history teachers already did this.
- 16.17 Councillor Evans referred to 3.52 and enquired how work had been started. Reference was made to the Health and Overview Scrutiny Committee (HOSC) and if it would be possible to explore how HOSC could advance anti-racism action.
- 16.18 The Head of Communities and Equality stated that they were happy to explore how HOSC could be involved.
- 16.19 Anusree Biswas, Co-optee, requested possible KPIs and performance targets. Clarification was sought with regard to funding and resources. It was stated that older Black, Asian and Minority Ethnic groups and intersectional groups should be included. It was stated that racism required action and that it required powerful white people to realise their grip on power.
- 16.20 The Head of Communities and Equality stated that there was an internal group meeting being held weekly and that issues such as structural discrimination was being discussed. It was noted that various KPIs and performance targets were established and that lots of correspondence from individuals in the city had been received. It was clarified that all residents in the City would be engaged to ultimately decide the priorities of the City. It was noted that a conversation had to be held with White British people and to note how they would participate in this. It was clarified that a budget was being worked on at the moment and that a dedicated officer would be established to focus on workforce change. It was stated that someone with lived experience of the City would be appointed and that they would be supported by Democratic Services.
- 16.21 Anusree Biswas agreed that White British people needed to be included in conversations. It was stated that the representative appointed needed to understand the nuance of policy with respect to racism experienced in the city, it was stated that it was not enough to be black.
- 16.22 The Head of Communities and Equality stated that focus would be placed on action to be taken earlier in the process.
- 16.23 Anusree Biswas sought clarification with regard to the local outbreak plan and expressed concern that there would be another wave of Covid 19 and that this would affect the most vulnerable including Black, Asian and Minority ethnic people and the homeless.
- 16.24 The Head of Communities and Equality stated that efforts were being undertaken to focus on this issue such as the provision of cultural appropriate food.
- 16.25 Lola Banjoko, co-optee, noted that BHCC had been in close communication with many groups across Brighton and Hove. It was stated that a Talent Management Program was being set up. Reference was made to risk assessments and that areas such as schools would be looking at how to implement this will being mindful of risks being

carried out. It was noted that there was a higher number of deaths among pregnant Black, Asian and Minority ethnic women.

- 16.26 Councillor Ebel stressed the importance of a commitment to equality of opportunity for all and that racism must be confronted. It was stated that white people must acknowledge their privilege and educate themselves to improve the lives of all in the city. It was stated that intersectionality was important and that racism against a person was worse if they were also either female or gay. It was confirmed that the anti-racist strategy would have a strong focus on this.
- 16.27 Councillor Grimshaw referred to the process of decolonising history education and noted the example of what was taught regarding the history of the Pavilion and the treatment of Indian people. It was stated that what was not focused on was how white people were not as positive as what was historically taught. It was noted that history should be truthful and ought not gloss over various events that also occurred.
- 16.28 Councillor Simson stated that the Black, Asian and Minority ethnic community was not a community rather that it was a large block of people with lots of different communities within. It was further stated that this work should not be rushed.
- 16.29 **RESOLVED:**
- (1) That the actions committed to in the report towards becoming an anti-racist council and the authority's plan for being led by Black, Asian and Minority ethnic (BAME) residents and communities in the development of its anti-racism strategy be noted;
  - (2) That officers be instructed to provide a progress report in November 2020 on the council's activity to becoming an anti-racist council; and
  - (3) That it be noted that the draft anti-racism strategy would be brought to committee for approval in Spring 2021 at the latest.

