



RHONDDA CYNON TAF COUNCIL

RECORD OF DECISIONS OF THE EXECUTIVE

DECISION MADE BY: Cabinet DATE DECISION MADE: 21 March, 2022

Cabinet Members Present:

Councillor A Morgan (Chair), Councillor M Webber (Deputy Chair),
Councillor R Bevan, Councillor J Bonetto, Councillor G Caple,
Councillor A Crimmings, Councillor R Lewis, Councillor C Leyshon and
Councillor M Norris

Other Councillor(s) in Attendance

Councillor P Jarman and Councillor T Williams

Agenda Item : 6

SUBJECT: BITC RACE AT WORK CHARTER

1. DECISION MADE:

Agreed –

For the Council to sign the Race at Work Charter and follow the recommended guidelines for compliance to reduce racial disparities in employment for Black and Minority Ethnic staff.

2. REASON FOR THE DECISION BEING MADE:

The need to provide information on the Business In Community's (BITC) Race at Work Charter. It is a pledge that organisations, including local authorities, can commit to. Signing amplifies the organisation's commitment to equality of opportunity in the workplace and demonstrates commitment to race equality and wider organisational inclusivity. The decision includes a commitment to subscribe to membership of the BITC.

3. LINKS TO CORPORATE PRIORITIES/FUTURE GENERATIONS - SUSTAINABLE DEVELOPMENT:

Equality considerations feature throughout Corporate and National priorities and specifically, the content of the report contributes to a More Equal Wales and a Wales of Cohesive Communities.

4. CONSULTATION UNDERTAKEN PRIOR TO DECISION BEING MADE:

Engagement with Spotlight the Council's Black, Asian and Minority Ethnic staff network has taken place and they support the Council signing the Race at Work Charter.

5. PREVIOUS CONSIDERATION BY A COMMITTEE OF THE COUNCIL:

None

6. PERSONAL INTERESTS DECLARED:

None

7. DISPENSATION TO SPEAK (AS GRANTED BY STANDARDS COMMITTEE):

N/A

8. (a) IS THE DECISION SUBJECT TO CALL-IN BY THE OVERVIEW AND SCRUTINY COMMITTEE:

Yes

Note: This decision will not come into force and may not be implemented until the expiry of 3 clear working days after its publication to enable it to be the subject to the Call-In Procedure in Rule 17.1 of the Overview and Scrutiny Procedure Rules.

8.(b) IF NO, REASONS WHY IN THE OPINION OF THE DECISION-MAKER THE DECISION IS EXEMPT OR NON APPLICABLE:

I. COUNCIL / SCRUTINY FUNCTION (CALL IN IS THEREFORE NON APPLICABLE):-
Reason: N/A

II. URGENT DECISION:-
Reason N/A

8.(c) IF DEEMED URGENT - SIGNATURE OF PRESIDING OFFICER OR DEPUTY PRESIDING OFFICER OR HEAD OF PAID SERVICE CONFIRMING AGREEMENT THAT THE PROPOSED DECISION IS REASONABLE IN ALL THE CIRCUMSTANCES FOR IT BEING TREATED AS A MATTER OF URGENCY, IN ACCORDANCE WITH THE OVERVIEW AND SCRUTINY PROCEDURE RULE 17.2:

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(PRESIDING OFFICER)

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(Dated)

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PUBLICATION

Publication on the Councils Website:- **Monday, 21 March 2022**

APPROVED FOR PUBLICATION: ✓