



**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**CABINET**

**BITC RACE AT WORK CHARTER**

**21 MARCH 2022**

**REPORT OF THE DIRECTOR OF HUMAN RESOURCES IN DISCUSSION WITH  
THE RELEVANT PORTFOLIO HOLDER, CLLR MAUREEN WEBBER, DEPUTY  
LEADER**

**Author: Hafeez Oluwatobi Koiki, Graduate Diversity and Inclusion Officer**

**1. PURPOSE OF THE REPORT**

- 1.1 This report provides information on the Business In Community's (BITC) Race at Work Charter. It is a pledge organisations, including local authorities, can commit to. Signing amplifies the organisation's commitment to equality of opportunity in the workplace. Signing this pledge demonstrates our commitment to race equality and wider organisational inclusivity.

**2. RECOMMENDATIONS**

It is recommended that:

The Council signs the Race at Work Charter and follows the recommended guidelines for compliance to reduce racial disparities in employment for Black and Minority Ethnic staff.

**3. REASONS FOR RECOMMENDATIONS**

- 3.1 We recommend the Council sign the Race At Work Charter to promote a better work environment for our Black, Asian and Minority Ethnic staff by:

- Sharing the business case for diversity;
- Recruiting the best and brightest;
- Attracting and retaining millennials;
- Increasing our customer base;
- Engaging our customer base.

- 3.2 Following the guidelines in the Race At Work Charter will improve the Council's reputation as an inclusive employer to the community and to the Black and Minority ethnic staff that work for us.

#### **4. BACKGROUND**

- 4.1 Racial inequality has been a long-standing problem in workforces across Wales. This was highlighted in the Welsh Government's Race Equality Action Plan. The Council must begin the process of taking action to correct the disparity. Signing the Race at Work Charter would be a clear indication that the Council recognises racial issues and is taking action.
- 4.2 The Race at Work Charter offers guidelines for compliance that help provide a better working environment for employees and research has shown that organisations with more diverse teams have 36% better financial returns (Source, BITC).
- 4.3 The Race at Work Charter has 7 actions to take when complying with the pledge:
- Appoint an executive sponsor for race.
  - Capture ethnicity data & publicise progress.
  - Commit at board level to zero tolerance of harassment and bullying.
  - Make clear that supporting equality in the workplace is the responsibility of all leaders and managers.
  - Take action that supports ethnic minority career progression.
  - Support race inclusion allies in the workplace.
  - Include Black, Asian, Mixed Race and other ethnically diverse-led enterprise owners in supply chains.
- 4.4 The Council has already committed to a number of the above-mentioned points, e.g. the Chief Executive is the executive sponsor for race and the Council has publicly committed to the #ZeroRacismWales pledge.
- 4.5 An action plan will be developed to improve our processes and take action to meet the requirements of the Race at Work Charter.

#### **5. EQUALITY AND DIVERSITY IMPLICATIONS/ SOCIO-ECONOMIC DUTY**

An Equality Impact Screening Assessment has been undertaken and no negative impacts have been identified for this area of work. Signing the Race at Work Charter will bring about positive impacts particularly for Black, Asian and Minority Ethnic staff and residents.

#### **6. WELSH LANGUAGE IMPLICATIONS**

We will work with the Council's Welsh Language unit in the development of the action plan to support the Race at Work Charter, ensuring we promote opportunities to use the Welsh Language wherever possible.

#### **7. CONSULTATION/ INVOLVEMENT**

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.

**8. FINANCIAL IMPLICATIONS**

To support our progress towards the Race at Work Charter we are able to subscribe to membership of the BITC. The annual fee of £9,250 will include:

- availability of resources, training and webinars;
- advisory services;
- a diagnostic toolkit to measure progress;
- membership of a Regional Leadership Board.

**9. LEGAL IMPLICATIONS OR LEGISLATION CONSIDERED**

This work supports the Public Sector Equality Duty contained within the Equality Act 2010.

**10. LINKS TO THE COUNCIL'S CORPORATE PLAN/OTHER CORPORATE PRIORITIES/WELLBEING OF FUTURE GENERATIONS ACT**

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



**LOCAL GOVERNMENT ACT 1972**

**AS AMENDED BY**

**THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**

**CABINET**

**21 MARCH 2022**

**REPORT OF THE DIRECTOR OF HUMAN RESOURCES IN DISCUSSION WITH  
THE RELEVANT PORTFOLIO HOLDER, CLLR WEBBER, DEPUTY LEADER**

\*

**Background papers: None**

**Officer to contact:           Melanie Warburton, Diversity and Inclusion Manager  
Hafeez Koiki, Graduate Diversity and Inclusion  
Officer**