



Report to Policy Committee

Author/Lead Officer of Report: (*Amanda Boughton-Brown Assistant Director Quality Assurance & Involvement and Bob Cuff School Adviser*)

Tel: 07407 683921

Report of: *Meredith Dixon-Teasdale Strategic Director of Children's Services.*

Report to: *Education, Children and Families Policy Committee*

Date of Decision: *19th March 2024*

Subject: An update on work related to the Race Equality by Children's Services

Has an Equality Impact Assessment (EIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No		<input type="checkbox"/>
If YES, what EIA reference number has it been given? (2617)					
Has appropriate consultation taken place?	Yes	<input checked="" type="checkbox"/>	No		<input type="checkbox"/>
Has a Climate Impact Assessment (CIA) been undertaken?	Yes	<input type="checkbox"/>	No		<input checked="" type="checkbox"/>
Does the report contain confidential or exempt information?	Yes	<input type="checkbox"/>	No		<input checked="" type="checkbox"/>
If YES, give details as to whether the exemption applies to the full report / part of the report and/or appendices and complete below:-					
<p><i>“The (report/appendix) is not for publication because it contains exempt information under Paragraph (insert relevant paragraph number) of Schedule 12A of the Local Government Act 1972 (as amended).”</i></p>					

Purpose of Report:

To update the Committee on progress made by Children's Services on actions and steps taken towards implementing our Race Equality Objectives.

Recommendations:

That the Education, Children and Families Policy Committee note the Children's Services progress in relation to the implementation of the Race Equality initiatives both corporately and with our children and families.

Background Papers:

No background papers

Lead Officer to complete:-	
1	I have consulted the relevant departments in respect of any relevant implications indicated on the Statutory and Council Policy Checklist, and comments have been incorporated / additional forms completed / EIA completed, where required.
	Finance: <i>Kayleigh Inman</i>
	Legal: <i>Nadine Wynter</i>
	Equalities & Consultation: <i>Bashir Khan</i>
	Climate: <i>n/a</i>
<i>Legal, financial/commercial and equalities implications must be included within the report and the name of the officer consulted must be included above.</i>	
2	SLB member who approved submission: <i>Meredith Dixon-Teasdale</i>
3	Committee Chair consulted: <i>Cllr Dawn Dale</i>
4	I confirm that all necessary approval has been obtained in respect of the implications indicated on the Statutory and Council Policy Checklist and that the report has been approved for submission to the Committee by the SLB member indicated at 2. In addition, any additional forms have been completed and signed off as required at 1.
	Lead Officer Name: Amanda Boughton-Brown Bob Cuff
	Job Title: <i>Assistant Director Quality Assurance & Involvement</i> <i>School Adviser</i>
Date: <i>19th March 2024</i>	

1. PROPOSAL

- 1.1 The Committee has sought an update on Children's Services progress in implementing the Council's race Equality Objectives.
- 1.2 Representatives from the Children's Services Senior Leadership Team, Amanda Boughton-Brown and Bob Cuff attended the new Equality, Diversity, and Inclusion (EDI) Delivery Group on 2nd February 2024. This group has been established to help co-design the Corporate Strategy's goals as articulated in the extraordinary Strategy & Resources Committee in December 2023.

This group has brought together representatives from across the Council to examine some of the Council's Strategic Goals:

1. Leadership & Communities
2. Workforce
3. Reduce Inequalities through commissioning.

- 1.3 Moving forward, Children's Services has a firm focus on our city's children and young people, ensuring that our workforce reflects the community it serves. We will be at the heart of this co-designed EDI strategy group and will involve key members of our service teams in these discussions moving forward.
- 1.4 A particular focus will be on including children and young people's voices in this Corporate Strategy. This will not only add a sense of belonging for our children and young people but also provide a connection with the Council.
- 1.5 Children's Services also participated in Race Equality Week's 5-day challenge. As a service, we encouraged participation to drive change and deliver a clear message to teams within the directorate, demonstrating our commitment on our journey to become an anti-racist organisation. Each service area took part in the 5-day challenge and signed up to a promise that will be part of the anti-racist action plan in Children's Service. The senior leadership team made the following promise and shared it with the workforce:

- Develop reciprocal mentoring (e.g., encourage my senior managers to mentor and be reverse, reciprocal, or co-mentored).
- Develop/engage in mechanisms to identify, develop, and promote ethnically diverse people within my division to ensure there is a pipeline of senior and management level capable candidates that reflect the importance of race diversity to my organisation.
- Set targets and have an action plan for ethnically diverse recruitment, retention, and promotion, and report on them.

- 1.6 By taking part in this challenge, we made a commitment to offer safe spaces to hear the lived experiences of some of our black and minority ethnic children and young people and wanted to promote a better

understanding across our service of the impact of the beliefs and actions we take in our day-to-day lives.

1.7 Children's Services will encourage belonging through our culture and actions within the workplace and with our partners. For example, to promote this sense of belonging through race equality, Meredith Teasdale (DCS) and Bob Cuff (School Adviser) facilitated a meeting with Black and Minority Ethnic School Leaders. This was to establish a Race Equality Working Group with a focus on galvanizing support, listening to shared experiences, appointing a chair and vice-chair, and agreeing on some next steps and direction. In collaboration, Linda Joseph (Head Teacher Springfield Primary School) was acknowledged as a chair, and at the next meeting (1st March 2024), there will be an open election for a vice-chair and an invitation for Jonathan Lear (St Catherine's Primary) to share his experiences of an inclusive curriculum. Jonathan is often sought as a consultant by schools to talk about the inclusive curriculum and if/how it can be cascaded across settings.

1.8 Children & Families and Education & Skills also hosted Whole Service Events updating our teams on the Corporate response to the Race Equality Commission (Strategy & Resources Committee December 2023), and we were central players in galvanizing our schools and youth music community groups in supporting the MOBO Awards (Music of Black Origin).

1.9 Education & Skills personnel were also invited to a few Educational Settings to conduct a 'vox-pop' with children whose age range was around 13-17. One of the questions posed was: "What could Sheffield do to become an anti-racist city? What would it look like / is there anything in place already...?" In summary, their responses included: More central events that unite everyone and bring them from their community to mix and learn from other communities. Examples they gave:

- Tramlines – positive impact. Can we have more? Music unifies.
- Can we have cultural markets like we had Christmas Markets?
- More art / music / cultural events as this helps cut through identity, where people can leave their prejudices behind and come together to be educated in one another's cultures and see the positives in everyone.
- How do we convert the Sheffield Village 'feel' into a united cultural city?
- Why did 'we' paint over Black Lives Matter murals if we're an anti-racist city?
- Educate 'civically' from a much younger age? For example, Windrush and English Slave trade not taught - much more of a focus on the American Slave Trade – so can we teach a more balanced history. We're excited to continue to talk to our children and young people to elicit their opinions and views as the months progress.

1.10 Children's Services acknowledges its important reach across the city from all teams to tackling race inequalities. We are collating our varied service action plans and initiatives to identify best practice and any learning we need to do. These will be fed into the EDI Delivery Group through Amanda and Bob. For example, an anti-racist subgroup is in place to look at staffing within Children Services and how this reflects the community that it serves. Children's service within social care has developed an antiracist action plan which includes:

- Identified an area where Black staff are underrepresented to pilot in an area work towards actively recruiting BAME staff.
- Experiential days for BAME staff are set up for the beginning of March.
- Met with development in house to look at coaching for BAME staff.
- Exit questionnaires have changed, and race and diversity questions have now been added so we can learn from staff feedback.
- Children's social work matters are looking at doing a feature on social work staff, a day in the life of this will be used going forward in recruitment. Staff chosen from areas are all BAME background.
- There will be videos that are from black managers talking about their journey to give other black staff aspiration to progress within the organization. Dates booked in for video recording is 16th May.
- FIS has a day set up in March to look at diversity and race within the service.
- Fostering service is setting up a similar event over the next few months.
- Scoping exercise within the local authority to look at what training is available for mentoring, what training on coaching is this appropriate moving forward. This work is ongoing with the training and development service.
- The voice and influence workers over the next few months will be working with BAME care experienced young people around their experience of services they have received and how these could improve moving forward. One final example, in lifelong learning and skills one employee (Jacqueline Williams) is currently working on a creative action plan for recruitment and other recruitment initiatives. This will positively impact on our current workforce and any future employees of Sheffield City Council. Children's Services will be inviting employees, such as Jacqueline Williams, to attend the EDI Delivery Group to feed her creative initiatives into this newly established group. Children's Services will continue to approach race equality (and our learning in this agenda) from a position of both learning and seeking advice from its black and minority ethnic employees - and most importantly - our cities' children and young people.

2. HOW DOES THIS DECISION CONTRIBUTE ?

- 2.1 This is an ongoing iterative process ensuring the recommendations for Race Equality are progressive and ongoing.

3. HAS THERE BEEN ANY CONSULTATION?

- 3.1 Children's social care have a working group that meets monthly. This includes staff and managers.

Consultation with children and young people are taking place and will continue.

4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

4.1 Equality Implications

- 4.1.1 An EIA has been conducted. Ongoing work should improve equality by ensuring that staff are supported. We will ensure BAME employees and children are involved in helping to improve services. We will update on Children's Services movement to implementing Race Equality and we will update the EIA as plans develop moving forward which will be in line with the corporate strategy and with a view on our young people.

4.2 Financial and Commercial Implications

- 4.2.1 There are no direct financial implications arising from the report. However, there may be a financial implication of ensuring the appropriate training is available within the city to offer mentoring and reciprocal mentoring to all

4.3 Legal Implications

- 4.3.1 There are no legal implications arising directly from this report.

4.4 Climate Implications

- 4.4.1 There are no climate implications to be considered.

4.5 Other Implications

- 4.5.1 There are no other implications to be considered

5. ALTERNATIVE OPTIONS CONSIDERED

- 5.1 There are no other options to be considered

6. REASONS FOR RECOMMENDATIONS

- 6.1 This report provides an update of Children's Services in implementing Race Equality

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