



Report to Policy Committee

Author/Lead Officer of Report: Bob Cuff, School Adviser, Education & Skills

Tel: 07407 683921

Report of: Strategic Director of Children’s Services

Report to: Education, Children and Families Policy Committee

Date of Decision: 02/11/2023

Subject: Update and Next Steps on the Race Equality Commission Recommendations pertaining to 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?	2416			
Has appropriate consultation taken place?	Yes	<input type="checkbox"/>	No	<input checked="" 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:-				
“The (report/appendix) is not for publication because it contains exempt information under Paragraph (insert relevant paragraph number) of Schedule 12A of the Local Government Act 1972 (as amended).”				

Purpose of Report:

The purpose of this report, and a presentation to be made to the Committee, is to show steps taken to implement the Race Equality Commission’s Recommendations. The report/presentation are composed of the following key elements:

1. links into the Corporate strategy.
2. How Children’s Services is collaborating with other, internal services and external partner organisations (such as Educational Settings) to deliver to the recommendations of the Race Equality Commission

Recommendations:

The Education Children and Families Policy Committee are recommended to:

1. note the progress made, as set out in the presentation to the Committee, and to comment on the direction of travel.
2. agree to receive a twice-yearly update on the progress made around the recommendations from the Race Equality Commission report

Background Papers:

- Race Equality Commission report

Lead Officer to complete:-									
1	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;">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.</td> <td style="width: 50%;">Finance: Kayleigh Inman</td> </tr> <tr> <td></td> <td>Legal: Patrick Chisholm</td> </tr> <tr> <td></td> <td>Equalities & Consultation: Louise Nunn</td> </tr> <tr> <td></td> <td>Climate: N/A</td> </tr> </table>	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: Kayleigh Inman		Legal: Patrick Chisholm		Equalities & Consultation: Louise Nunn		Climate: N/A
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	Climate: N/A								
	Legal, financial/commercial and equalities implications must be included within the report and the name of the officer consulted must be included above.								
2	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">SLB member who approved submission:</td> <td style="width: 50%;">Meredith Dixon-Teasdale</td> </tr> </table>	SLB member who approved submission:	Meredith Dixon-Teasdale						
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4	<p>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.</p> <table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Lead Officer Name: Bob Cuff Amanda Boughton Brown Lindsey Knight</td> <td style="width: 50%;">Job Title: School Adviser Assistant Director, Childrens Assistant Director Childrens</td> </tr> </table> <p>Date: 23/10/2023</p>	Lead Officer Name: Bob Cuff Amanda Boughton Brown Lindsey Knight	Job Title: School Adviser Assistant Director, Childrens Assistant Director Childrens						
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1. PROPOSAL

- 1.1 This report, and a presentation to be made to the Committee at its meeting, are intended to be the start on an ongoing conversation with the Committee regarding the implementation of the recommendations of the Race Equality Commission Report.
- 1.2 The presentation during the committee meeting will set out activity undertaken by Children's Services since the publication of the Report, along with further activity planned for the coming months, and seeks the views of members on what is proposed. It is intended that this initial discussion will lead to the development of an iterative action plan for Committee approval.

Service link into the corporate strategy

- 1.3 Children's Services are linking with the Equalities and Engagement Team and those Local Authority Officers who are overseeing the corporate Race Equality Strategy. This will show current practice and how these fit into the wider strategy.

How we are collaborating with other, internal services and external partner organisations to keep the Race Equality Commission agenda alive

- 1.4 It is important to Children's Services that we do not try and undertake this activity in isolation. Close working with other, internal, services and external partner organisations will be pivotal to our success and to making genuine and lasting, city-wide, change.
- 1.5 The presentation at the Committee meeting will provide further detail. However, by way of example:
- We are working with Learn Sheffield's Governor Service; Sheffield Chamber of Commerce and Sheffield Hallam University to organise a governor recruitment campaign which looks at community-based recruitment opportunities.
 - Governor Mentorship opportunities will also be a focus for community members interested in becoming a governor.
 - We will identify best practice from governing bodies (in both Maintained Settings and Academy Trusts) who we can partner with to showcase good practice and mentor other settings.

2. HOW DOES THIS DECISION CONTRIBUTE ?

A key priority as part of this work is that we identify and cascade current good practice and identify development needs and opportunities for timely collaboration with wider organisations to keep the Equality; Diversity and Inclusion agenda alive within the city. In doing so, it will help demonstrate to the children and young people of the city that there

is collective determination to ensure social justice is important and alive within the city and communities.

3. HAS THERE BEEN ANY CONSULTATION?

Not formal consultation, but collaboration with external partners.

4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

4.1 Equality Implications

4.1.1 The iterative nature of the action plan including conversations with Children and Young People will provide opportunities for development and challenge to truly address the recommendations set out in the Race Equality Commission report and to deliver an anti-racist city.

4.2 Financial and Commercial Implications

There are no Financial and Commercial Implications at present.

4.3 Legal Implications

There are no Legal implications arising directly from this report.

4.4 Climate Implications

There are no Climate implications.

4.5 Other Implications

There may be some Human Resource implications, but this must be choreographed with the corporate strategy as a whole. These will be addressed in specific decisions on the relevant actions.

5. ALTERNATIVE OPTIONS CONSIDERED

Not Applicable

6. REASONS FOR RECOMMENDATIONS

To keep this important agenda alive and make it a city-wide pursuit.