

London Councils action and activity to tackle racial inequalities

Cllr Muhammed Butt

Leader, Brent Council

London Councils London Councils' Executive member for
Welfare, Empowerment & Inclusion

Establishing inclusive workforces – regional activity

We established the London local government Tackling Racial Inequality programme in 2020 to:

Support the work that individual boroughs are undertaking that responds to the needs within their communities and organisations

Going beyond our statutory duties to develop regional activity and action, where appropriate

One of our key workstrands is around Our Role As Large Employers

Our role as large employers

Accelerating action to ensure and support boroughs in developing inclusive workforces - promoting diversity, becoming more culturally aware and supporting staff development.

Establishing inclusive workforces – regional activity

What we know about the London local government workforce:

- General over-representation of people from Black, Asian and Minority Ethnic communities working in local government compared to the London population. **This over-representation has increased from last year (46.7% vs 42.7%).**
- Under-representation of people from Asian communities in local government.
- 11.6% (**down from 12.2% from the previous year**) of 'not known' across the workforce with significant variations across boroughs
- 'Glass ceiling' for Black, Asian and Minority Ethnic staff at the £50–60k pay band.

How we are responding to the data and what we are developing at a regional level:

- A toolkit around embedding an inclusive culture/dignity at work through a value-based approach. This will build on good practice and borough examples.
- A toolkit around what inclusive leadership looks like in practice, this will build on examples such as the Hackney toolkit.
- A model around cultural competency centred around raise awareness and understanding of the barriers Black, Asian and Minority Ethnic staff experience.
- A checklist for inclusive recruitment that focuses on talent/potential, as well as competence.

Establishing inclusive workforces – borough examples

- **London Borough of Hackney: Workforce Diversity & Inclusive Leadership.** Recognising that the council will be best placed to successfully support those they serve through a more inclusive and diverse leadership, in 2018 Hackney embarked on a major corporate equality programme, supported and promoted by a team of trained champions across the organisation.
- **London Borough of Hammersmith & Fulham: Get Ahead. Hammersmith & Fulham** have established a career development programme, centred around an individual's needs, that helps to grow their own talent pool.
- **Westminster City Council: Westminster Police and Council Mentoring Scheme.** In partnership, the local authority and Metropolitan Police Service have set up a mentoring scheme pairing local police officers with Black, Asian and Minority Ethnic staff within the council to share their experiences of community policing.
- **Brent Council: Black Community Action Plan.** Working with community leaders and our Cultural Diversity Network and Black Staff Forum we have a strategy to ensure talent spotting, progression processes and coaching; to guarantee stronger representation of black staff in senior roles across the Council.

You can learn more about these and other examples on the [London Councils website](#)

Introducing local skills-boosting initiatives and focusing more on educational outcomes for ethnic minority children

- The **Pan-London Collaboration on Black Caribbean Achievement** is a group of education and schooling partners from **Lambeth, Hackney, Haringey, Brent, Lewisham, Croydon and Southwark** working on narrowing attainment gaps, reducing disproportionality, challenging bias, curriculum development and making the system more accessible to parents.
- It aims to create professional environments where schools, local services and external agencies work together in tackling inequalities and negative outcomes such as exclusions by:
 - 1) Assisting professional learning and capacity building by providing training and development; organising symposia, conferences; and facilitating the sharing of practical strategies.
 - 2) Promoting inclusion, wellbeing and engagement of Black Caribbean heritage
 - 3) Disseminating approaches and effective practice specifically concerned with reducing disparity and establishing anti-racist education

Working with the criminal justice agencies to reduce inequalities in the criminal justice system

- Developing a pan-London Approach to Out of Court Disposals to increase their use particularly for young Black offenders. MOPAC funding 2 projects on training and best practice to increase uptake.
- Working with MOPAC to expand their transparency, accountability and trust in policing dashboard to include further measures of disproportionality.
- Developing a data sharing agreement to improve data sharing across the Youth Justice System to help us understand disparities across London.
- Hosting a good practice repository on the London Councils website to share approaches to tackling disproportionality.