

LONDON BOROUGH OF HAMMERSMITH & FULHAM

Report to: Full Council

Date: 01/11/2023

Subject: Adoption of the London Local Government Anti-Racist Statement

Report of: Councillor Rebecca Harvey, Cabinet Member for Social Inclusion and Community Safety

Report author: Yvonne Okiyo, Strategic Lead Equity, Diversity and Inclusion

Responsible Director: Nicola Ellis, Strategic Director, Chief Operating Officer, Corporate Services

SUMMARY

This report presents the London Local Government Anti-Racist Statement for adoption by Full Council. Publicly adopting the statement demonstrates the Council's commitment and leadership on the race equality agenda.

RECOMMENDATION

1. That Full Council adopt the London Local Government Anti-Racist Statement (Appendix 1).
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Wards Affected: All

Our Values	Summary of how this report aligns to the H&F Values
Building shared prosperity	We know that some groups are more likely to face inequality, experience poor outcomes and to live in poverty. This report aligns to the Council's values to ensure growing opportunities and prosperities are shared by everyone.
Creating a compassionate council	We want to be a council that acts with compassion and inclusivity. We want to ensure our Borough is a place for everybody, and we'll challenge any unfairness and all forms of discrimination that threaten to drive inequality in our borough. This report

	aligns with the Council's values as it seeks to anti-racist approach in all that we do to address inequality and racism that is embedded in society.
Doing things with local residents, not to them	The Council firmly believes in doing things with residents not to them. This means listening and working with residents, using resident insight and feedback to inform how we work and ensuring our ambitions continue to reflect what all residents want. This report aligns to the Councils values as we commit to shaping solutions by listening to residents, communities, and frontline staff and responsibly drawing on their lived experiences and understanding of what the issues are and what works, without putting the burden on them to educate us as well as working in partnership with them to devise solutions.
Being ruthlessly financially efficient	The report aligns to the Councils values as we will use the disaggregated data intelligently to inform policy and planning. We will also look at where there are patterns of discrimination experienced by all minoritised groups. This will help ensure we deliver services that genuinely satisfy residents needs.
Taking pride in H&F	The report aligns with the Council values to invest in public spaces, community programmes and cultural activities to ensure the borough remains a great place to live, work and thrive.
Rising to the challenge of the climate and ecological emergency	The report will not impact on the Council values to work with residents and partners to build a clean, safe and sustainable future that works for the benefit of all people and the environment.

Financial Impact

There are likely to be some minor financial implications in delivering our commitment to inclusion however, this will not be significant and a small budget has been ringfenced for this purpose.

Alex Pygram, Head of Finance, Corporate Services, 9 October 2023

Legal Implications

This report recommends that the Council adopts an Anti-Racist Statement published by London Councils in the terms set out in Appendix 1. The Council has a statutory duty under s149(1) of Equality Act 2010 '1) ..., in the exercise of its functions, [to] have due regard to the need to—

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.'

The adoption of the Statement reflects the Council's commitment to comply with the Act. The appropriate decision maker is Full Council.

Angela Hogan, Chief Solicitor (Contracts and Procurement), 6 October 2023

Background Papers Used in Preparing This Report

None.

DETAILED ANALYSIS

Proposals and Analysis of Options

1. The London Local Government anti-racist statement has been developed by London Councils to ensure there is a consistent approach across London, adopted by all local authorities, which may, in time, be further underpinned by the London Councils Chief Executive's London Committee Tackling Racial Inequality Standards.
2. All local authorities should be committed to taking an anti-racist approach because the most damaging aspects of inequality and racism are embedded in society. It is not enough to "not be racist" or to focus on tackling conscious hatred, like racial abuse. It is everyone's responsibility to proactively and continuously:
 - Unpack and reset beliefs, assumptions and values.

- Take action when we observe racism come into play, in beliefs, assumptions and values and the decision and actions that follow, however subtle.
 - Be humble and educate ourselves in what we don't know about racial inequalities and racism that exists, rather than putting the onus on others to educate us.
3. Our collective commitment to achieve racial equality focuses on what London councils can do together to have a positive impact on life outcomes at all stages, including in relation to health and wellbeing, employment and education. This is about social justice and promoting equality because all Londoners should be able to reach their potential in all spheres.
4. To be proactive in meeting this commitment, we will aim to:
- Build a picture of what the key inequalities are and then to look at what is driving these.
 - Shape solutions by listening to residents, communities and frontline staff and by responsibly drawing on their lived experience and understanding of what the issues are and what works, without putting the burden on them to educate us.
 - Set expectations of leaders to make the connection between achieving positive outcomes and their own leadership style and diversity, and to take personal responsibility for what they can do now to bring about change. This acknowledges residents have worked hard to achieve social justice and rightly expect to see leadership that reflects their position, to see action, and to be part of solution.
5. Publicly adopting the anti-racist statement aims to provide an opportunity for Hammersmith and Fulham to demonstrate its commitment to:
- Make it everyone's responsibility to adopt an anti-racist approach.
 - Demonstrate our commitment and visible leadership on the race equality agenda.
 - Achieve racial equality because we recognise that persistent racial inequalities and structural disadvantage rooted in racism and discrimination are unacceptable and adversely affect all Londoners.

Reasons for decision

6. Publicly adopting the anti-racist statement aims to provide an opportunity for Hammersmith and Fulham to demonstrate its commitment to:
- Make it everyone's responsibility to adopt an anti-racist approach.
 - Demonstrate our commitment and visible leadership on the race equality agenda.

- Achieve racial equality because we recognise that persistent racial inequalities and structural disadvantage rooted in racism and discrimination are unacceptable and adversely affect all Londoners.

Equality Implications

7. We're committed to making Hammersmith & Fulham the most inclusive borough in the country; a place where everyone feels valued and residents have equal access to the opportunities our borough offers. Fundamental to achieving that is identifying and dismantling inequalities that hold us back. The Council is committed to tackling race inequality and in undertaking an anti-racist approach in all that we do to address inequality and racism that is embedded in society.
8. Adopting the statement will complement existing Council initiatives such as the Race at Work Charter and the Social Care Workforce Race Equality Standards and also support the Council to deliver its Equality Objectives as outlined in the Equalities Plan 2021-2025.
9. We will work with local partners on joint anti-racist activity such as the Building Trust project which we are running with the NHS to address the structural racism identified by the NWL London NHS.
10. Adopting the statement would allow us to demonstrate our commitment and visible leadership on the race equality agenda. Our learning will help shape solutions to achieve racial equality across our local authority and achieve our objectives of an anti-racist culture and inform future practices and strategies on equity, diversity and inclusivity concerning all protected characteristics.

Risk Management Implications

11. It is anticipated that the risks associated with this initiative are low. Risks will be monitored and reviewed regularly through the Council's Equalities Delivery Plan. Adoption of the statement will support the Council's ambition to be the most inclusive borough in the country, complement existing Council initiatives such as the Race at Work Charter and the Social Care Workforce Race Equality Standards and support the Council in delivering its Equality Objectives. Updates on progress will be provided to the Council's Equity Diversity and Inclusion Board.

David Hughes, Director of Audit, Fraud, Risk and Insurance, 9 October 2023

Climate and Ecological Emergency Implications

12. There are no climate implications of the decision.

Hinesh Mehta, Assistant Director for Climate Change, 09/10/2023

LIST OF APPENDICES

Appendix 1 - The London Local Government Anti-Racist Statement

The London Local Government Anti-Racist Statement

Local authorities in London are committed to achieving racial equality because we recognise that persistent racial inequalities are unacceptable and adversely affect all Londoners.

We know that some groups are more likely to face inequality, experience poor outcomes and to live in poverty. We also know that this is sometimes used as an excuse not to acknowledge racial inequality. But groups don't happen to be more disadvantaged by chance. Structural disadvantage is rooted in racism and discrimination that is both historical and current.

We do have legislation to protect against overt racism, negative attitudes and treatment, but many of the systems that discriminate do so because of more subtle and covert unchecked "prejudice, assumptions, ignorance, thoughtlessness and racist stereotyping."

This wording draws on the Macpherson Report 1999 definition of institutional racism which is still relevant today. This is a dehumanising process that is unacceptable and communities are tired of being treated this way.

We cannot let another generation down by not responding what remains a clear and compelling articulation of what must change.