



Knowsley Metropolitan Borough Council

**Declaration of Intent
Race Equality**

"Promoting Equality, Diversity and Inclusivity"

Introduction:

Racism is a structural problem which exists in nearly all major institutions and organisations. Knowsley Council recognises institutional and systemic racism as a legitimate issue, one that has no quick fix, but can no longer go unaddressed.

Although the number of residents from Black, Asian, and minority ethnic communities is low, Knowsley is home to people from an increasing number of diverse racial and ethnic backgrounds. The Council recognises that Black, Asian, and minority ethnic communities are not homogenous. Different communities and individuals within communities have differing needs which should not be defined by stereotypes or presumptions. The Council understands and acknowledges that systemic and institutional racism is an issue affecting the outcomes for all Black, Asian and minority ethnic people.

Knowsley Council accepts that it has an important role to play in tackling racial injustice and inequality and driving forward positive change:

- As a major employer, we must look internally at our own organisation, and ensure that it is representative of the population we serve, welcoming, safe and inclusive, and that Black, Asian, and minority ethnic staff have equality of opportunity to develop and succeed;
- As a lead organisation within the community, we have a responsibility to ensure our services are accessible to all of our residents; and
- As a partner in the Liverpool City Region Race Equality Programme, we must use our commitment to race equality to help identify best practice for us, and other organisations and stakeholders, to follow. Put simply, we must do the right thing for our Black, Asian, and minority ethnic employees, residents and visitors and influence our partners to do the same.

Why now?

On the 25th of May 2020, news spread of the murder of George Floyd in Minneapolis, USA, during the height of the COVID-19 Pandemic. The pandemic, and its disproportionate impact on disadvantaged groups and ethnic minorities, and the Black Lives Matters Movement gave social and racial justice a new level of urgency. There is strong expression of the need for change.

This context, and the global focus on racial injustice and inequalities mean we must act to tackle race equality and work together to create an anti-racist culture through the elimination of bias, discrimination and injustice across systems and institutions.

Knowsley Council is committed to emerging from the current crisis and achieving the objectives set out in our Corporate Plan, Knowsley 2030 and Knowsley Better Together.



Our Race Equality Declaration of Intent supports and embodies our strategic aim to be “a place with welcoming, vibrant, well-connected neighbourhoods and town centres” and “a place where people of all ages are confident and can achieve their full potential”. The success of this intent will be measured by demonstrating our shared values and behaviours which are respect, accountability, integrity and communication.

The Equality Act 2010 and the Public Sector Equality Duty 2011 requires public bodies to set measurable equality objectives and to publish information about their performance on equality, so that the public can hold them to account. As outlined in the recently agreed Equality, Diversity and Inclusion Policy Statement, Knowsley Borough Council has set the following measurable objectives:

- Publish a Declaration of Intent on Race Equality by March 2022
- Navajo status achieved by March 2023
- Disability Confident status achieved - Level 2 by April 2022; Level 3 by April 2024
- Gender Pay Gap progression – To reduce the median gender pay gap to the City-Region average of 8% over 3 years (2023). A reduction of 1.43%.

Knowsley Borough Council as an employer

Knowsley Borough Council is a major employer in Merseyside, with over 2,500 employees. The Council’s Workforce Monitoring shows 1.6% of Council employees identify as Black, Asian and Minority Ethnic compared to 2.57% of Knowsley’s working age residential population. It also shows that there is no pay gap between employees who identify as Black, Asian and Minority Ethnic and those that identify as White.

With support at all levels of leadership and management, Knowsley Metropolitan Borough Council (KMBC) is committed to using evidence-based data on race equality to inform its policies on how its services are delivered to the KMBC community; how it employs, trains and develops its workforce and in how it engages with people of different ethnicities in the borough.

Representation in the workforce is only one indicator of race equality in employment. An equally important indicator is the ‘lived experience’ of Black, Asian and Minority Ethnic staff and residents, and we know that tackling the impact of systemic and institutional racism is the key issue to achieve. Knowsley Borough Council is committed to creating a welcoming, safe, and inclusive work environment, based on the value of mutual respect, trust, and dignity, which is critical to ensure the organisational capability meets the needs of our increasingly diverse community.



The council has set the following ambitions and actions to foster an accessible, safe, and inclusive work environment.

Leadership & Management

- We are committed to developing formal frameworks to support and sustain a non-discriminatory organisational culture.
- We are committed to designing and implementing initiatives to ensure our race equality policies are appropriately embedded into the fabric of KMBC's structures.
- We are committed to ensuring that race equality is integral to KMBC's performance and strategic aims.

Ambition

The Council will:

- Support an inclusive and safe workplace environment for Black, Asian and Minority Ethnic Staff.
- Provide a mandatory race equality training programme for all staff.
- Evidence an effective response to racial discrimination and/or racial harassment.
- Improve Black, Asian and Minority Ethnic staff representation across the organisation.
- Demonstrate 'due regard' to race equality in employment policy and decisions.

Actions

The Council will:

- Work with the Black and Minority Workers Group to understand how the organisation can improve.
- Work with the Black, Asian and Minority Ethnic community to develop an action plan for recruiting more Black, Asian and Minority Ethnic employees.
- Ensure all staff attend race equality training, and the programme continues to capture all future new starters to the organisation.
- Ensure discrimination and harassment cases are investigated and outcomes reached within reasonable timescales.
- Increase Black, Asian and Minority Ethnic staff representation taking into consideration local and regional demographics.
- Monitor impact assessment of policy and decisions.



Achievements

By 2025 there will be:

- Evidence that Black, Asian and Minority Ethnic staff feel included, supported, and that diversity is celebrated.
- An Annual Equality Monitoring Report including the outcomes of staff training, discrimination and harassment monitoring, and impact assessment of policies and decisions.
- A council workforce with representative ethnic diversity.

Monitoring, Evaluation & Reporting

- We are committed to sustaining a Black and Minority Workers Group composed of council employees.
- We are committed to enabling the Black and Minority Workers Group to undertake periodic mapping exercises to collect data with which to determine the level of racial disparities within the Council's workforce in co-ordination with the Head of Human Resources.
- We are committed to developing adequate systems and processes, including equality impact assessments to monitor and report progress on racial equality against set outcomes.

Knowsley Borough Council as a lead organisation within the community

The Knowsley 2030 Strategy sets out a vision of working together through "Knowsley Better Together" to achieved better outcomes for all.

Community Engagement

- We are committed to developing processes and platforms to engage the Black, Asian and Minority Ethnic community directly through periodic events, seminars, exhibitions, training and educational activities including, outreach activities in coordination with the communications team of KMBC.
- We are committed to taking full account of the lived experiences of our Black, Asian and Minority Ethnic community in decision making that are likely to impact them directly or indirectly.

Service Delivery

- We are committed to adopting a racially unbiased approach in the way we deliver services to the community by ensuring that service delivery is conducted in a manner that actively addresses 'inequality' and 'exclusion' and, gives members of the Black, Asian and Minority Ethnic community equal access to services in a non-discriminatory manner.



Ambitions

The Council seeks to:

- Promote good race relations and raise public awareness through the Council's commitment to race equality, diversity, and inclusion.
- Demonstrate "due regard" to race equality implications in all policies and decisions.
- Improve how we communicate, engage and co-design with Black, Asian and Minority Ethnic residents, organisations, and businesses.
- Develop more responsive, accessible, safe, and inclusive services that meet the needs of our increasingly diverse community.

Actions

The Council will:

- Review and improve the Council's Equality Monitoring processes to ensure appropriate collection, storage, and use equality profile data to provide meaningful information to demonstrate equality of opportunity in service access, quality, and outcome.
- Support inclusive participation in engagement strategies for residents, community organisations, and businesses, representing people who share protected characteristics.

Achievements

By 2025 there will be:

- Effective and consistently applied equality and diversity monitoring process for all services.
- Levels of customer satisfaction for all ethnicities that are high.

Knowsley Borough Council as a partner in the Liverpool City Region Race Equality Programme

Institutional racism is bigger than any individual organisation. Knowsley Borough Council is working with the Combined Authority and the other Liverpool City Region (LCR) councils to develop and deliver a Race Equality Programme that seeks to meet the shared vision of "tackling systemic injustice and inequality and driving forward positive change for our Black, Asian and Minority Ethnic employees and residents -



influencing the partners we work with to do the same”.

Ambition

Knowsley Borough Council and its City Region partners seeks to:

- Listen to and amplify the voice of our Black, Asian and Minority Ethnic community.
- Increase the number of organisations across the City Region who prioritise race equality.
- Celebrate a diverse and inclusive community.

Actions

Knowsley Borough Council will support LCR Race Equality Programme projects that:

- Engage Black, Asian and Minority Ethnic communities in honest conversations about racism and barriers in the City Region.
- Engage with young Black, Asian and Minority Ethnic residents and empower them to enact change in the City Region.
- Facilitate conversations between the Black, Asian and Minority Ethnic community and organisations across the City Region.
- Work closely with Black, Asian and Minority Ethnic communities to co-design solutions.
- Support local and national campaigns for racial justice.
- Educate and support the business community to tackle racism.
- Facilitate increased Black, Asian and Minority Ethnic representation in senior leadership and board level positions across the City Region.
- Share best practice and promote organisational models that tackle race equality.
- Change the narrative in our region for Black, Asian and Minority Ethnic residents, encourage positive narratives, challenge negative media, images, and communications.

Achievements

By 2025 there will be:

- Increased engagement between LCR organisations and the Black, Asian and Minority Ethnic community.
- An increase in the number of organisations taking positive action to address race equality.
- An improvement in the recognition and understanding the day-to-day experience of racism that makes life for Black, Asian and Minority Ethnic residents different from that of White people.

