



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Anti-Racism Strategy

Neath Port Talbot Council

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Foreword

As a Council, our Strategic Equality Plan and Future of Work Strategy outline our commitment to making our workforce more reflective of our communities; we want to ensure we have fair and equitable policies and be an employer where all employees can be themselves.

We understand we have some way to go to make this happen. Our ratio of employees from ethnic minority backgrounds does not fully reflect our community and the representation of ethnic minority employees at all levels of our workforce is also not proportionate.

We recognise that racism manifests in various ways, affecting people's daily lives, their interactions with services, their experiences in the workforce, their access to job opportunities, the visibility of role models in positions of power, and the experiences of refugees and asylum seekers.

We have worked in social partnership with our recognised trade unions and committed to Unison's Anti-Racism Charter. We are working closely with our Ethnic Employee Network in identifying actions to improve our position. This strategy is the next step in our commitment to zero tolerance of racism in our organisation.

As an inclusive employer of choice, we believe in equality for all. This principle is fundamental to attracting, retaining, and developing our employees. By embracing diversity, we can better serve our community and foster a culture of inclusion and respect.

Frances O'Brien – Chief Executive



Defining Anti-Racism

The Welsh Government: Anti-Racism Wales Action Plan (ArWAP) defines anti-racism as actively identifying and eradicating systems that produce differential outcomes for ethnic minority groups. It aims for Wales to be an anti-racist nation by 2030.

It involves acknowledging that even when we do not regard ourselves as 'racist' we can, by doing nothing, be complicit in allowing racism to continue. In the workplace this can include challenging publicly or privately racist comments, ensuring Black, Asian and Minority Ethnic People are included as speakers, ensuring Black, Asian and Minority Ethnic organisations apply for grants. An anti-racist approach also puts emphasis on White people educating themselves about racism rather than expecting Black, Asian and Minority Ethnic people to do this for them. (TaiPawb.org)

Why do we need a strategy?

The strategy and accompanying action plan clearly establish our position and journey in becoming an anti-racist organisation. It aligns with our Corporate Plan's wellbeing objectives, particularly how our Strategic Equality Plan 'Let's be Fair' sets the scene for meeting our equality objectives.

Our equality objectives are:

- **Education:** To ensure children and young people are the best they can be
- **Health and Wellbeing:** To promote wellbeing and good mental health and tackle mental health stigma and discrimination
- **Personal Safety:** To ensure people and communities are safe, respected and free from violence and abuse
- **Employment:** To ensure our workforce is more reflective of our community, our policies are fair and equitable and gender pay gaps are reduced
- **Participation:** To ensure services are accessible for all and people and communities are able to better influence decisions that affect them
- **Living standards:** To work to reduce poverty and support independent living

Working in Social Partnership

We are proud of our true social partnership with our recognised trade unions. Our trade union partners continue to play a vital role in us meeting our workforce objectives as outlined in the Future of Work Strategy, including our initiatives in relation to anti-racism. This includes their support in our aim to become a truly anti-racist organisation and commitment to signing the UNISON Anti-Racism Charter; we pledge to implement its full set of commitments within 12 months. This pledge is not symbolic—it is a declaration of intent and built into our action plan.

Collectively, we recognise that racism, whether overt or systemic, has no place in our workplaces or communities. Our strategy is rooted in the principles of equity, dignity, and accountability.

Our Plan

What We Have Done So Far:

- Launched the Ethnic Employee Network.
- Awareness raising events.
- Recruitment events and updates of jobs page evidencing more representation of individuals of different ethnic backgrounds within the Council.
- Links with Community Associations to promote job opportunities.
- Outlined our Anti Racist Position on our jobs pages.
- Roll out of anonymous application forms as default form for recruiting managers.
- Data provision in relation to people of different ethnic backgrounds, and employment data including recruitment and progression information.
- Intersectionality Practice Guidance in Social Services Directorate.



Our Plan (continued...)

Future Priorities

- Further detail of how and when these priorities will be met are set out in the action plan.

Governance and Accountability

- Establish robust governance structures, with regular progress reporting to the Council's Member Equality Panel and Strategic Leadership Team to ensure transparency and oversight.

Learning and Awareness

- Provide Anti-Racism training across the Council workforce and deliver regular awareness events and resources/information for all.

Inclusive Policy Development

- Implement a Strong Anti-Racism Policy: Develop a clear and firm anti-racism policy that explicitly states our commitment to eliminating racist behaviours and attitudes within the organisation.
- This includes encouraging and enabling better internal reporting mechanisms for racist incidents.
- Performance Management: Review and refine performance evaluation frameworks to ensure fairness, transparency, and the elimination of racial bias.
- Resource Commitment: Allocate protected time for staff participation in Employee Network meetings, with up to two hours per month dedicated to Equality, Diversity, and Inclusion (EDI) activity.



Our Plan (continued...)

Recruitment and Opportunities:

- Leadership diversity: Strengthen representation of ethnic minority staff within senior leadership roles.
- Inclusive Career Options: Advertise career opportunities widely, conduct outreach initiatives, and spotlight role models to attract underrepresented groups.
- Recruiting Manager Training: Ensure all hiring managers receive training to recognise and address any biases during the recruitment process.
- Identify Retention Issues: Identify and analyse retention issues among colleagues from ethnic minority communities.

Community Engagement and Strategic Partnerships

- Trade Union Collaboration: Work in partnership with the recognised trade unions to support our diversity objectives and fulfil commitments under the Anti-Racism Charter.
- Community Insight: Engage with local community organisations to ensure the perspectives of ethnic minority groups inform service design and delivery.
- Strategic Partnerships: Build relationships with multicultural organisations such as Race Equality First and the Muslim Council of Wales to support inclusive recruitment and outreach.

Inclusive Communications

- Ensure all internal and external communications, campaigns, and marketing materials reflect the diversity of Wales and promote inclusive narratives.

Monitoring and Evaluation

- Collect and analyse workforce data to identify disparities and inform targeted interventions.
- Publish ethnicity pay gap and workforce data to support accountability and continuous improvement.

Implementation and Accountability

The Strategic Director - Strategy & Corporate Services will serve as the Corporate Sponsor for the Anti-Racism Strategy, ensuring its implementation is championed at the highest level of leadership.

Senior leaders will be accountable for fostering a racially inclusive workforce, challenging racism in all its forms, and modelling anti-racist behaviours.

Anti-racism will be embedded into strategic planning, policy development and organisational culture, with clear mechanisms for monitoring progress and impact. Leadership will ensure transparency and accountability through regular reviews, staff engagement, and public reporting.

These commitments reflect our ambition to become a proud anti-racist organisation—one that actively promotes equity, dignity, and inclusion in every aspect of our work.

Resources

[A-Z Anti-Racism - Tai Pawb](#)

[Anti-racist Wales Action Plan: 2024 update \[HTML\]_|.GOV.WALES](#)

[Global majority: Should the term replace ethnic minority? - BBC News](#)



Contact Us



07805 771506



policy@npt.gov.uk



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