

## Sheffield Race Equality Commission

### Terms of Reference

The Commission is being established by Sheffield City Council to make a **non-partisan strategic assessment of the nature, extent, causes and impact of race inequality in the City** and to make recommendations for tackling them.

**The Commission is composed of invited individuals, subsequent to an open call for expressions of interest, with proven knowledge and expertise to bring to bear on this major social and economic issue, with an independent chair.** Commissioners are expected to contribute expertise rather than represent specific interests, in the spirit of **making a collective contribution towards helping Sheffield to be as fair and prosperous as possible, a city in which all residents feel included.**

The Commission will **operate as a Parliamentary Select Committee, mounting a short-focussed inquiry, taking evidence and producing a final report.** The Commission will hear evidence in public. Its terms of reference are as follows:

- 1. To consider the nature, extent and impact of racial disparities on the City of Sheffield.**
- 2. To invite written evidence from a wide range of interested parties across the city** and beyond it, to stimulate and listen to a debate amongst the people of Sheffield, and to take oral evidence from a cross-section of those with expertise on this matter.
- 3. To consider evidence on what has worked with regard to reducing racism and race inequalities within the city and elsewhere.**
- 4. To make interim recommendations throughout the duration of the Commission and to prepare a full report for publication on completion, within 12 months.**

The final report will detail the nature, extent, causes and impact of racism and race inequalities and make recommendations to the Council and other key bodies about what short- and long-term measures are required to reduce those inequalities. The priority here should be to identify those actions that can be taken by the city itself and those which require external intervention or a combination of both.

5. In view of the potential wide scope of this inquiry it is envisaged that the Commission will prioritise a number of issues for its consideration namely:
- **Education:** (Student attainment gap- Early Years to University)/Exclusions/Teaching workforce/ Curriculum)
  - **Business and Employment:** (Pay-gap/Progression and leadership diversity/Business Support)
  - **Health:** (Health Inequalities - how do the Clinical Commissioning Group, Public Health, NHS Trusts and Voluntary, Community and Faith Sector work address the issues)
  - **Civic Life and Communities:** (Representation and VCF parity)
  - **Crime and Justice** (BAME experiences vs statistics and work undertaken)
  - **Sport and Culture** (representation, inclusion, governance, funding)

The **specific questions to be examined under each theme will be left for the Commission to decide under the guidance of the Chair** (the areas in brackets are suggestions only).

#### **6. To establish a working group to follow up on the recommendations made**

One year after the publication of the Commission's report the City Council, together with the working group, will undertake a review of progress made through its objectives and then subsequently on an annual basis. **Actions must drive systemic change** at a local level to create a more inclusive city where racism and racial disparities are acknowledged and addressed.

The Commission will be supported by Council staff who will provide the Secretariat for the Commission.

**RACE  
EQUALITY**

