BIRMINGHAM CITY COUNCIL

EVERYONE'S BATTLE, EVERYONE'S BUSINESS
CONSULTATION ANALYSIS

Corporate Equalities and Cohesion Division

May 2021

Contents

Executive Summary

This report summarises responses to the consultation on Birmingham City Council's 'Everyone's Battle, Everyone's Business' Statement of Intent. The formal consultation process ran from 8 September 2020 to 14 December 2020.

Due to the COVID-19 restrictions, consultations were held on-line. More than 4,000 people engaged with this consultation and gave us their views. Engagement methods included community focus groups, conversations facilitated by partner organisations, bespoke youth engagement via social media, engagement with council staff and an online survey.

There were 18 questions on the online survey, each relating to the specific policy proposals to address structural inequality in Birmingham. Overall, the consensus from the community consultations, individual responses and the online survey clearly demonstrated that respondents agreed with all the proposals listed.

Everyone's Battle, Everyone's Business - Proposals Summary:

Increasing diversity and fairness in recruitment and employment in the council	
1	At least 1 Black, Asian and Minority Ethnic candidate and 1 Female candidate on all shortlists for council staff vacancies.
2	At least 1 Black, Asian and Minority Ethnic candidate and 1 Female member for council interview panels.
3	Supporting career progression for council staff.
4	Compulsory Equalities Training for all council staff and elected members.
Reducing poverty and increasing civic engagement	
5	Establishing a Citizen's Assembly to allow citizens to shape decisions.
6	Second Phase of the Birmingham Poverty Truth Commission to ensure the lived experience of poverty for citizens are recognised and considered in addressing poverty.
7	Operation Black Vote to invest in, enable and grow a new generation of Black, Asian and Minority Ethnic civic leaders.
8	Make Birmingham a Living Wage City.
Developing partnerships with Birmingham's Business Sector, Third Sector and Faith Communities to reduce inequality	
9	Establish a Birmingham Business Charter for Social Responsibility to refocus social value across all opportunities and promote inclusion.
10	Establish a Birmingham Employment Charter to ensure best practice in diversity and increase recruitment across all sectors.
11	Strengthen council's partnerships with voluntary, community, faith and social enterprise sectors organisations to ensure all of Birmingham's diverse communities are represented and supported.
12	Review and refresh the 2014 Faith Covenant.
Promoting Diversity in Education and Civic Spaces	
13	Develop a new curriculum and resources that tell the Birmingham Story – fully exploring its diversity, challenges and its meaning for the Birmingham of the 2020s and beyond
14	Develop a new race equality education programme for use in Birmingham's schools.
15	Review the appropriateness of local monuments and statues on public land and council property.
16	Review street and public space naming protocols to ensure that potential names properly reflect and respect the city's history and communities.
17	Review the displays of art in civic buildings to ensure they also tell the full story of Birmingham.

Responses were received as follows:

- 710 responses to the online Birmingham BeHeard survey.

- Online activity (social media campaign driven by local online news outlet Birmingham Updates). This included a series of targeted campaigns across Twitter, Facebook and Instagram which generated total impressions of 493,357, total views of 37,496, total reach of 398,305 and total engagement of 3,242. This online campaign achieved an overall engagement rate of 3.36 per cent (anything over two per cent is considered good). See Table 1.
- Comments from partner organisations and directorates made through email response submissions.
- Online roundtable discussion with the University of Birmingham.
- Faith Leaders Group
- Online conversation with Birmingham's Aspiring Youth
- Wider public engagement through a series of online community consultations. This was originally intended to be delivered in person and at ward forums but was later adapted due to the COVID-19 lockdown restrictions.

CHANNEL	TOTAL IMPRESSIONS	TOTAL REACH	TOTAL VIDEO VIEWS	TOTAL ENGAGEMENT	TOTAL LINK CLINKS	ENGAGEMENT RATE
FACEBOOK	343,589	269,538	24,687	874	12,868	4.00%
INSTAGRAM*	86,453	67,052	25,305	1,264	0	1.46%
TWITTER	85,476	85,476	1,712	1,225	477	1.99%
TOTAL	**493,357**	**398,305**	**37,496**	**3,242**	**13,345**	**3.36%**

Table 1.

Feedback from the online virtual group discussions

There was a general support of all the policy proposals. Intersectionality and inclusivity were major themes across the responses. Inequality is complex and the council and partner organisations must recognise this. The focus must be on tackling the systems and structures that create inequality. Some respondents identified the need for greater emphasis upon LGBT+, disabled and class-based prejudice

Residents and community groups are united in their view that these proposals must be backed by meaningful and timely action. They want to see a coherent action plan to support their implementation, with clear target dates and a mechanism for providing on-going constructive feedback and engagement with citizens.

There was a clear message that the proposals must not be reduced to a mere tokenistic gesture, or a simple box-ticking exercise. Respondents want action to be backed by independent auditing functions to ensure compliance and best practice.

It is widely acknowledged that local community activists and grassroots organisations are supporting the most marginalised communities during the COVID-19 pandemic. Respondents commonly mentioned that they welcomed the Council's proposals to introduce more inclusive approaches to engage marginalised communities by supporting diverse grassroots organisations.

Language used by the local authority can be inaccessible. Documents produced by the local authority and partners should be in plain English and have objectives clearly defined to ensure citizens can reflect on the policy proposals and provide informed responses. The term 'BAME' was also criticised frequently and it was suggested that Birmingham should be a leading local

authority in changing the terminology used for ethnic minorities living in the UK. Language counts.

Online Survey Responses Overview

The online consultation survey asked whether respondents agreed or disagreed with the 17 proposals set out to tackle inequalities. Overall more agreed than disagreed.

Agreement with overall themes (% based on number of respondents to that theme)

Proposal	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not Answered	Total agree	Total disagree
1: Black, Asian and Minority Ethnic and Female Candidates for council shortlists	33%	18%	13%	13%	22%	1%	51%	35%
2: Black, Asian and Minority Ethnic and Female Panel Members for council interviews	41%	18%	12%	9%	19%	1%	59%	28%
3: Supporting Career Progression for council staff	49%	30%	15%	3%	2%	1%	79%	5%
4: Compulsory Equalities Training	57%	18%	8%	6%	10%	1%	75%	16%
5: Citizens Assembly	44%	30%	15%	5%	5%	1%	74%	10%
6: Poverty Truth Commission	55%	26%	12%	3%	3%	1%	81%	6%
7: Operation Black Vote	42%	21%	13%	9%	14%	1%	63%	23%
8: Make Birmingham a Living Wage City	66%	22%	6%	3%	3%	0%	88%	6%
9: Birmingham Social Responsibility Charter	49%	29%	11%	5%	5%	1%	78%	10%
10: Birmingham Employment Charter	50%	25%	12%	5%	7%	1%	75%	12%
11: Voluntary, Community Organisations & Social Enterprise Partnerships	47%	29%	14%	3%	6%	1%	76%	9%
Q12: Refresh Faith Covenant	32%	24%	21%	9%	12%	2%	56%	21%
Q13: 'Birmingham Story' Curriculum	52%	26%	10%	4%	7%	1%	77%	11%
Q14: Race Equality Education Programme	49%	22%	13%	6%	9%	1%	71%	15%
Q15: Review Local Monuments & Statue	44%	21%	9%	7%	17%	2%	65%	24%
Q16: Review street naming protocols	39%	24%	15%	6%	14%	2%	63%	20%
Q17: Review art in civic buildings	41%	22%	15%	7%	14%	1%	63%	21%

Table 2.

END OF EXECUTIVE SUMMARY

Community Consultations

A majority of the consultations were led by Councillor John Cotton, Cabinet Member for Social Inclusion, Community Safety and Equalities and supported by the Equalities and Cohesion Team.

To ensure that all communities were reflected within the consultation process, we sought to engage with community groups from across the city, taking special care to ensure that often under-represented communities were fully included in these conversations. It was essential to ensure that our engagement reflected the diversity of Birmingham as a whole. In addition, the organisations consulted represented a wide range of views and were all closely involved in the work of tackling inequalities within the city of Birmingham.

The key themes raised in community consultation sessions varied across different community groups. The main themes consistently highlighted can be grouped in the following: resources and support, data and knowledge-sharing, intersectionality, engagement and awareness addressing the causes of poverty.

Organisations consulted
BVSC
Aspiring Youth Council
Faith Leaders Group
Birmingham Council of Faiths
ODARA
Kingstanding Regeneration Trust
Birmingham Race Impact Group (BRIG)
Birmingham Heritage Partnership
Birmingham Selfridges
SMART women
Guide Dogs for the Blind
BAME Headteachers and Senior Leaders Forum Big Lottery
Trade Unions
Living Wage Partnership

Council
Birmingham City Council employees
Education and Skills Directorate's Race Equity Working Group (REWG
Inclusive Growth Directorate
Corporate Leadership Team
Corporate Staff Diversity Alliance Network
Birmingham Heritage Partnership

Diagram 1. Key Themes identified by Consultees

Role of VCSE Sector in COVID-19 Response

COVID-19 has significantly impacted the operations and sources of income for the voluntary, community and social enterprise (VCSE) sector. Voluntary organisations played a major role in addressing the resource gaps caused by lockdown measures and the rising levels of unemployment and poverty. Distrust between the local authority and Black, Asian and Minority Ethnic communities has led to a reluctance to seek support, and to use official mechanisms to report poor service provision. The proposal to support the third sector in securing funding was received positively. During the pandemic the Council reached out to grassroots organisations for their support in our collective efforts to keep marginalised communities safe. Organisations welcomed the financial support provided by the council to deliver engagement work. This joint working should continue through a more structured approach for under-resourced community organisations.

From the consultation discussion the following themes were highlighted in response to the proposals and how we as a city tackle inequality:

Digital poverty has heightened inequality for poor families

> "[We] housed a family of 5 who only had access to one basic phone, and no smartphones. [This was a] real picture of financial strain and poverty […] families like this are blocked off from communities".
>
> *Consultation Participant*

Families who can't afford smartphones, laptops and broadband were isolated from their community and extended family, struggled to keep up with the demands of home schooling and accessing support. Provisions made to bridge this gap in digital poverty can be seen in the work of the Birmingham Education Partnership and Child Poverty Action Forums help children and families access free devices and connectivity.

An intersectional approach is needed to understand the multiple layers of discrimination including gender, age, disability, sexual orientation-based discrimination, to ensure the complex and varying challenges experienced by different groups are recognised and challenged.

There is an overarching need to address homophobia, but the challenges can differ across groups such as the higher prevalence honour-based violence and forced marriage for South Asians who identify as LGBT+.

Data, Transparency and Accountability

> "An intersectional lens is needed to address unemployment and poverty […] such as coronavirus job losses […] a UN report stated that COVID-19 has set back women's roles and rights in the workplace by 20 years."
>
> *Consultation Participant*

The current framework for data collection on Birmingham's minority resident population needs improvement and the terminology also needs to be revisited. The use of the term 'BAME' is consistently criticised as an ineffective blanket term which groups together ethnic minorities with different experiences of inequality. The policy framework needs to redevelop and address disproportionalities in terms of Black, Asian and Minority Ethnic representatives, as it can often exclude or conflate the experiences of some communities i.e. Black African and Black

Caribbean experiences can often be conflated. The categorisation of non-British white minorities in Birmingham also needs to be clearly outlined, it was felt that the Eastern European and Irish communities in Birmingham experience similar disadvantages to Black and Asian racial minorities, but it is unclear whether they are recognised as a minority in this context.

The action plan needs to set out clear objectives and benchmarks, which can be monitored. This information needs to be clearly communicated to all citizens.

The voluntary and community sector collects varied data, including lived experience. It would support the delivery of the equalities objectives if there was a shared approach to data to understand trends and needs of our communities. This can be then be used against a set of benchmarks to monitor the progress to maximise transparency and accountability.

Commit to long-term plans to sustain an ongoing commitment to equality

Sustainability and commitment must be drawn into the action plan. Equalities objectives must be sustainably carried through the council's mission, at officer leadership level and political leadership level. Respondents commented on the lack of continuity of governance structures, equality initiatives and plans. This can result in mistrust and disengagement with the Council.

Strengthening Partnership with the Voluntary and Community Sector (VCS) and Faith Communities

Community organisations responded positively to the Council's commitment to strengthen partnerships with the voluntary, community, social enterprise and faith sectors. There is a real appetite to further strengthen and deepen the relationship built between the Council and the sectors during the pandemic and ensure that we continue to collaborate creatively through the recovery and afterwards. The Council has established a strategic partnership arrangement with BVSC, a voluntary and community sector infastructure organisatoin, to work with the council to engage the wider voluntary and community sector, and reach into marginalised communities to support evidence-led decision-making.

Workforce Race Equity Review

Acknowledging the race pay gap was recognised as a positive sign of the Council's commitment to closing racial inequality within the workforce.

A historical lack of appropriate governance and accountability has created a level of distrust between residents, community organisations, faith communities and the council. In the past, similar reports and initiatives have been produced which emphasised the need to address racial inequality and workplace bullying in Birmingham City Council, which were not appropriately monitored nor implemented systematically. To rebuild trust, it is important for the proposals to create a more diverse workforce and must not be tokenistic, progress needs to be monitored and openly shared with staff, the general public and public bodies.

It was also commended that the proposal actively chooses to address implicit bias. Recognising and challenging drivers of institutional bias and racism is crucial to addressing racial inequality. There are several comments where the Council's Black, Asian and Minority Ethnic staff have experienced harassment and bullying at work from management, which have been poorly addressed. Human Resources should play a fundamental role in resolving this and need to take a proactive approach including undertaking regular audits of cases and case progression.

> "[An] option for the City Council is set up specific positive action training programmes at the level where there is clear under-representation, especially management tiers. This was done successfully by many local authorities and housing associations in the 1990s. Such a scheme could be open to both internal and external candidates and linked to vacancy management and career progression strategies to ensure opportunities exist for trainees to move into."
>
> *Consultation Participant*

Business Charter for Social Responsibility

The purpose, key targets and main stakeholders of the Business Charter should be clearly outlined and published. There needs to be a review of the Council's existing procurement and commissioning practices to ensure social value objectives are realigned with the new strategic direction. Addressing roots of inequality based in class, intersectional forms of inequality are largely omitted from the report and subsequent proposals.

> [We] struggle to find work that can run alongside school & college, it's not easy when COVID-19 has complicated the process. We're not sure if we should be looking for work now, there's no leading voice to reassure young people of how to secure employment.
>
> *Consultation Participant*

There is also a rising concern from young people on securing employment post-COVID-19, there are also several disadvantages young people from working class backgrounds experience in the labour market. One consultee felt that if they didn't have personal or professional connections, they would struggle greater in accessing work experience and related opportunities. Employers often cite a lack of experience as a major determining factor in recruitment. There needs to be a localised response to the reduction in the youth labour market. Young people told us that many of them lacked work experience and/or opportunities to access experience, this was a key barrier into employment. The charter could help bridge the gap into employment.

Real Living Wage City and Poverty Truth Commission

Increased foodbank usage for working families highlighted the need for the real living wage city. There were concerns about SME employers who would not be able to afford to commit to the Living Wage proposal, there should be a similar strategy to support those employers in raise wages for their employees.

As the first round of the Poverty Truth Commission was not a council-led initiative, it was not publicised to citizens widely enough, some stating that the Statement of Intent was the first-time many residents had been made aware of it. For the second round, there needs to be a greater emphasis on engaging with the resident population to ensure to ensure their maximum

engagement and reflects our communities experiences accurately. There needs to be a detailed outline of the definition of poverty, as it can be subjective.

COVID-19 has exposed the harmful effects of digital poverty which is widening further existing inequalities. We heard examples of hardship and social isolation because of the lack of devices and connectivity from community activist supporting marginalised communities.

Diversifying the Curriculum and Birmingham Stories

Diversifying the Curriculum

Young people in the City felt that the curriculum was not relevant to their needs and were keen to understand more about this element of the proposal. It has been recognised for a while that an inclusive, intersectional curriculum is needed in Birmingham. One participant said they wrote to their headteacher about studying more Black, Asian and Minority Ethnic writers in English, they didn't study a single non-white male figure at KS3, and it was reported that the school didn't have enough funding to diversify the book range currently taught.

> The "curriculum should be diversified to include young women, Muslims, harder parts of British Empire [...] Want a true reflection of Britain's role in the Empire. [I] want to hear about the lives of the native people, discussions about the Windrush generation, treatment of South Asians in the 1970s"
>
> *Consultation Participant*

There were concerns raised in addressing resource gaps in schools as children from lower income backgrounds, aren't offered significant additional support at home or school. The technology rollout was initially slow and has set back students from low income backgrounds by five to six months compared to their wealthier peers who already had access to their own devices and broadband. Integration and disenfranchisement

Foster opportunities to counter toxic narratives within the communities

Voluntary organisations emphasised the need for cohesion to be reprioritised on the Council's agenda. There were higher levels of success in community cohesion programmes where partnering schools and colleges aligned more strongly with this ethos. There needs to be more opportunities for different groups across the city to experience life and integrate. This sentiment was echoed from the Aspiring Youth Council, arguing that school swaps such as the Channel 4 Saltley-Tamworth school swap, where children from different schools' swap places, would help in tackling stereotypes and misconceptions. The Birmingham Stories initiative was received positively but there needed to be more marketing and awareness raised to capture all of the city's diverse communities and their contributions to the city. Migrant communities have shaped civic life, their entrepreneurial spirit has brought economic success and change the arts and culture landscape. This needs to be acknowledged across different organisations.

There needs to be clearer guidance on how the curriculum changes and Birmingham stories will be implemented.

Survey Responses

The online consultation survey asked whether respondents agreed or disagreed with the 17 proposals set out to tackle inequalities. Overall more agreed than disagreed. Key findings and comments for each question are listed in the following section.
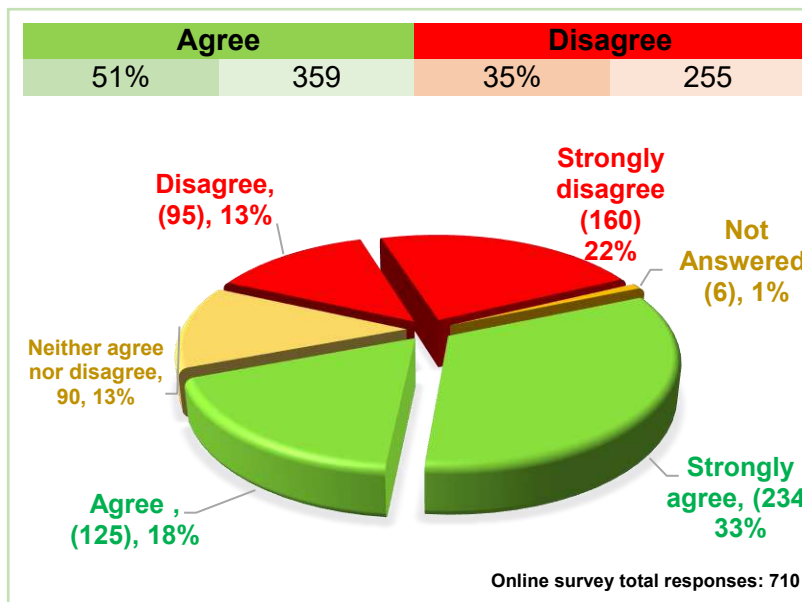
Q1: To what extent do you agree or disagree with the following proposal "shortlists for all Birmingham City Council (BCC) staff vacancies, at all levels, will include at least one Black, Asian and Minority Ethnic and one female candidate."

Key Findings

51% of respondents agree to this proposal compared to 35% who disagreed. 401 respondents provided comments to their answer.

Key themes: Merit-based Appointment, Tokenism, Name Blind Applications, Impact on White Candidates, Equity and Accountability, Use of 'BAME'.

- **Merit-Based Appointment:** 46% of the comments expressed a preference for merit-based appointment.
- **Tokenism:** 10% of all respondents raised concerns that the proposal was tokenistic. Similarly, 10% of all comments raised concern that this would be carried out like a box-ticking exercise.
- **White Candidates:** 11% of comments were relating to the negative impact the proposal could have on racial harmony and the white-working class.
- **Clarity / Objectives:** 11% of comments felt that a clear outline of how this proposal would be carried out was needed. There were also suggestions that there training programmes are needed to ensure the process is fair and effective in its aims.
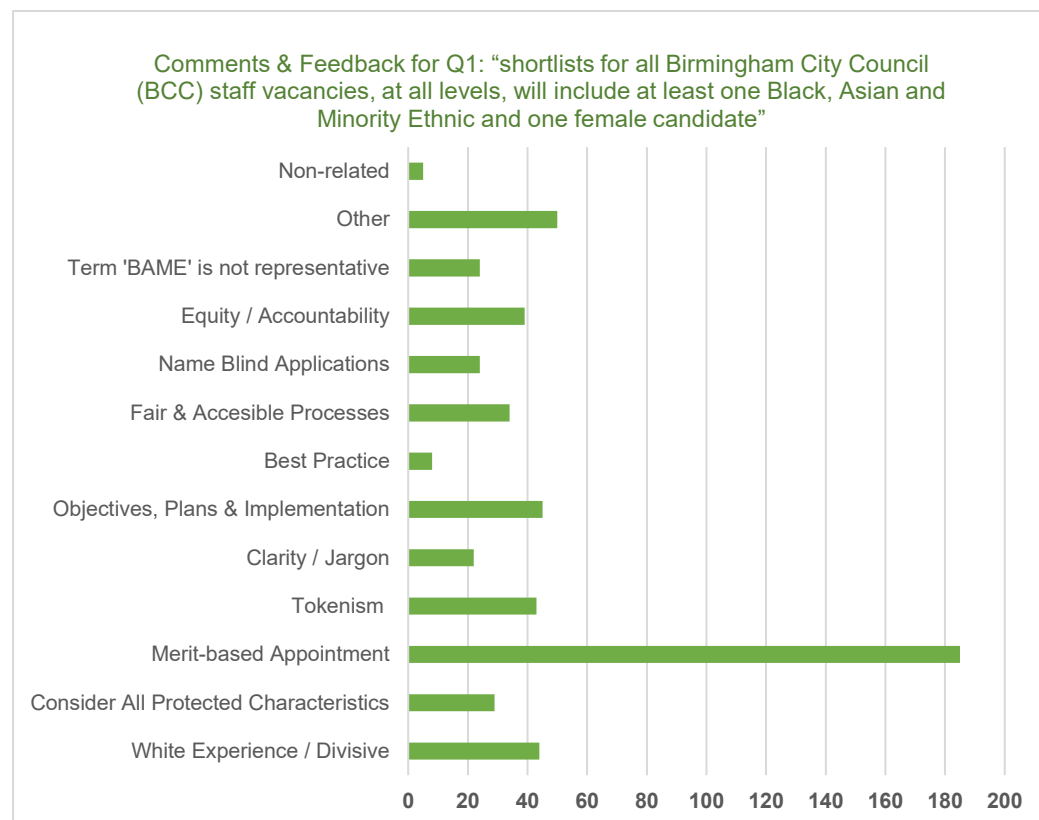
Agree		Disagree	
51%	359	35%	255

Strongly disagree (160) 22%

Disagree, (95), 13%

Not Answered, (6), 1%

Neither agree nor disagree, 90, 13%

Strongly agree, (234) 33%

Agree , (125), 18%

Online survey total responses: 710

Q1: Continued.

Comments & Feedback for Q1: "shortlists for all Birmingham City Council (BCC) staff vacancies, at all levels, will include at least one Black, Asian and Minority Ethnic and one female candidate"

Figure 1. Responses to Question 1 by additional feedback grouped by themes.

Comments and Feedback

Fair and Accessible Processes: 8% felt that making the recruitment process fairer was more important by using alternative methods such as using name-blind applications, which was suggested by 24 people. It was argued that this would be a fairer and more effective method at reducing bias in the selection process.

Equity and Accountability: Respondents suggested there need to be mechanisms in place to ensure the process is genuinely fair. For example, if there is preference for a white/male candidate, Black, Asian & Minority Ethnic candidates with poorer qualifications may be shortlisted to justify selecting the white candidate. This will also ensure that those appointed don't feel their race or gender helped them to secure the position.

Term 'BAME' is not representative: 5% felt that the term 'BAME' was an inappropriate blanket term in this context, African and Caribbean black candidates experience different challenges in accessing employment opportunities compared to South Asian counterparts, therefore the criteria are necessary but not enough.

All Protected Characteristics: 7% of respondents commented that all protected characteristics need to be recognised in the efforts to tackle inequalities, including LGBT+ community.

Positive Action: Some respondents commented that 'Positive Discrimination' / 'Affirmative Action' policies could potentially discriminate against White candidates. Any policy to promote equality should clearly evidence with data that this is not the objective or approach.

Q2: To what extent do you agree or disagree with the following proposal "All Council interview panels will have Black, Asian and Minority Ethnic and female members."
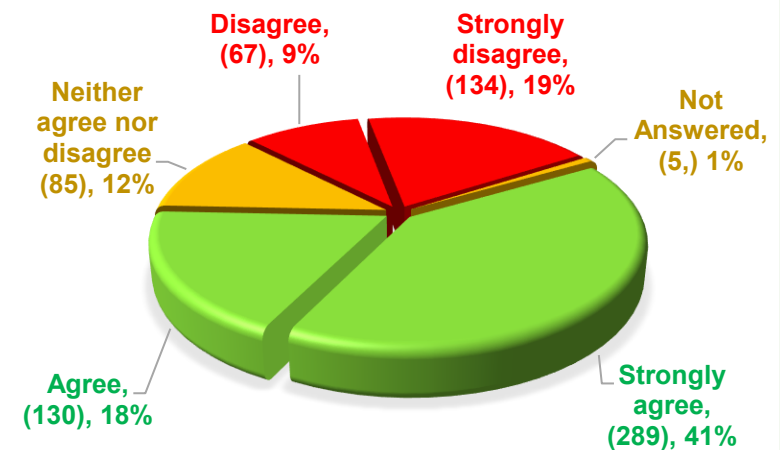
Key Findings

59% of respondents agree to this proposal compared to 28% who disagreed. 300 respondents provided comments to their answer.
Key themes: Flexible Approach, Equity and Accountability, Panellists' Skills and Knowledge, Impact on White Candidates
The comments are like the responses in Q1. Respondents felt that panellists needed relevant knowledge and skills of the role to qualify as a panel member.

- **Flexible Approach:** 10% of respondents were in favour of adopting a flexible approach to this proposal. Given the disproportionate number of Black, Asian and Minority Ethnic staff in Grade 5 positions and above, respondents were concerned that Council employees who qualified as panellist members would be stretched thin and be compelled to take a secondary HR role.
- **Equity and Accountability:** There were several suggestions that there should a Black Asian and Minority Ethnic member that did not work in the division should be on the panel such as HR or an external member to reduce 'cronyism' and favouritism.
- **White Candidates:** 7% of respondents felt that this would negatively impact white candidates.

Agree		Disagree	
59%	419	28%	201

Disagree, (67), 9%
Strongly disagree, (134), 19%
Neither agree nor disagree (85), 12%
Not Answered, (5,) 1%
Agree, (130), 18%
Strongly agree, (289), 41%

Online survey total responses: 710

Q2 Continued.

Comments & Feedback for Q2: "All Council interview panels will have Black, Asian and Minority Ethnic and female members".

Category	Value
Non-related	~5
Other	~44
Term 'BAME' is not representative	~10
Unncessary	~12
Equity / Accountability	~31
Flexible Appoach	~31
Best Practice	~5
Train and educate all interviewers	~14
Clarity / Jargon	~12
Tokenism/ Box Ticking	~18
Panel members need relevant skills	~107
Consider All Protected Characteristics	~17
White Experience / Divisive	~21

Figure 2. Responses to Question 2 by additional feedback grouped by themes.

Similar feedback to previous questions

- No mention of other Protected Characteristics such as LGBT+ and Disabled People.
- Term 'BAME' is not representative
- Negatively impacts white people
- Clarity / Jargon: Needs to be explained in clear English how it will be carried out.

Comments and Feedback

Panellist Skills/ Knowledge: 107 people commented that panellist's relevance to the role is the most important factor to consider. It is suggested that there should be a screening process to ensure their beliefs align with equality principles before they are appointed as a panel member.

Equity and Accountability: Respondents suggested there need to be mechanisms in place to ensure the process is genuinely fair. For example, if there is preference for a white/male candidate, Black Asian and Minority Ethnic candidates with poorer qualifications may be shortlisted to justify selecting the white candidate.

Flexible Approach: It may not always be feasible to have Black, Asian and Minority Ethnic senior members of staff with the relevant skillsets to make this proposal feasible. It is also not possible for panels to reflect every community. There should be some degree of flexibility.

Best Practice/ Training Interviewers: Needs to be a training programme in place to ensure interviewers are selecting candidates based on best practices for fair recruitment.

Q3: To what extent do you agree or disagree with the following proposal "To support career progression we will manage the Council's job vacancy list to support talented individuals to work for periods of time in roles so that they can actively manage their careers and develop their skills."
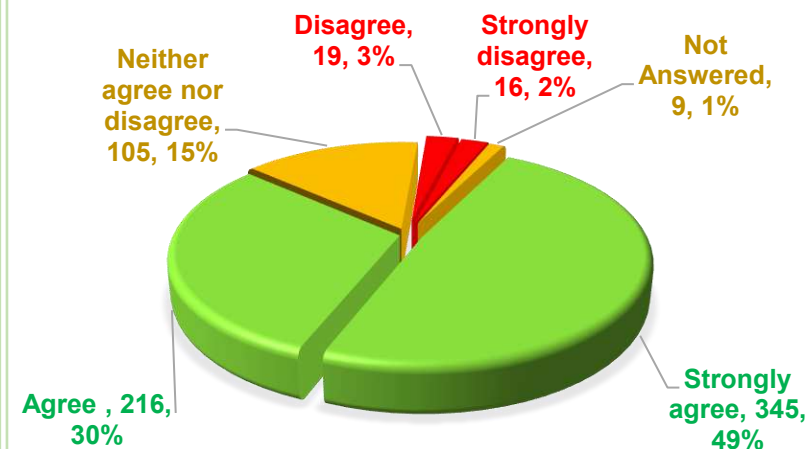
Key Findings

79% of respondents agree to this proposal compared to 5% who disagreed. 190 respondents provided comments to their answer.

Key themes: Development, Senior Management Buy-In, Equity and Accountability, Clarity and Jargon

- **Development:** 26% of people specifically highlighted this was positive for employee's progression and ensures skilled employees can develop however, it is unclear how talented individuals would be identified to ensure the selection process is fair.
- **Senior Management Buy-In:** 11% felt management can act as barriers to development. There should be tailored personal development programmes, mentors and a stringent monitoring system in place to minimise senior management stifling development.
- **Equity and Accountability:** An evidence-based approach based on performance is needed to ensure the selection process can be adequately scrutinised, this also reduces the likelihood of favouritism and that there is a return-on-investment to the organisation as a whole offering value to money and effectiveness.

Agree		Disagree	
79%	561	5%	35

Neither agree nor disagree, 105, 15%
Disagree, 19, 3%
Strongly disagree, 16, 2%
Not Answered, 9, 1%
Agree , 216, 30%
Strongly agree, 345, 49%

Online survey total responses: 710

Comments & Feedback for Q3: "To support career progression we will manage the Council's job vacancy list to support talented individuals to work for periods of time in roles so that they can actively manage their careers and develop their skills".

Figure 3. Responses to Question 3 by additional feedback grouped by themes.

Similar feedback to previous questions

- "Talented individuals" needs to be clearly defined to ensure selection staff is based on merit and previous performance.
- Needs to be monitored to ensure there are fair processes in place to avoid favouritism.
- Policies which can impact white members of staff considered unfair.

Comments and Feedback

Previous Feedback/Progress: E-learning and secondments were initially meant for this purpose but have recently been used to fill vacant positions or used as a backdoor method for promotion. Action plan should address previous failures.

Senior Management Buy-In: Young members of staff, recent graduates & A-level students should be prioritised to provide them valuable work experience and opportunities. Senior management in Contact Centre and BCT have stifled progression for junior members of staff. Managers need to encourage development and progression.

Objectives, Plans and Implementation: Needs to be monitored independently. Temporary, fixed-term contracts may dissuade talent individuals in taking on secondments, this needs to be flexible and adaptable to different parts of the workforce such as parents.

Cost Implications: Staff need to be adequately paid for when taking on a more difficult workload. There should also be a monitory function to ensure there's return on investment.
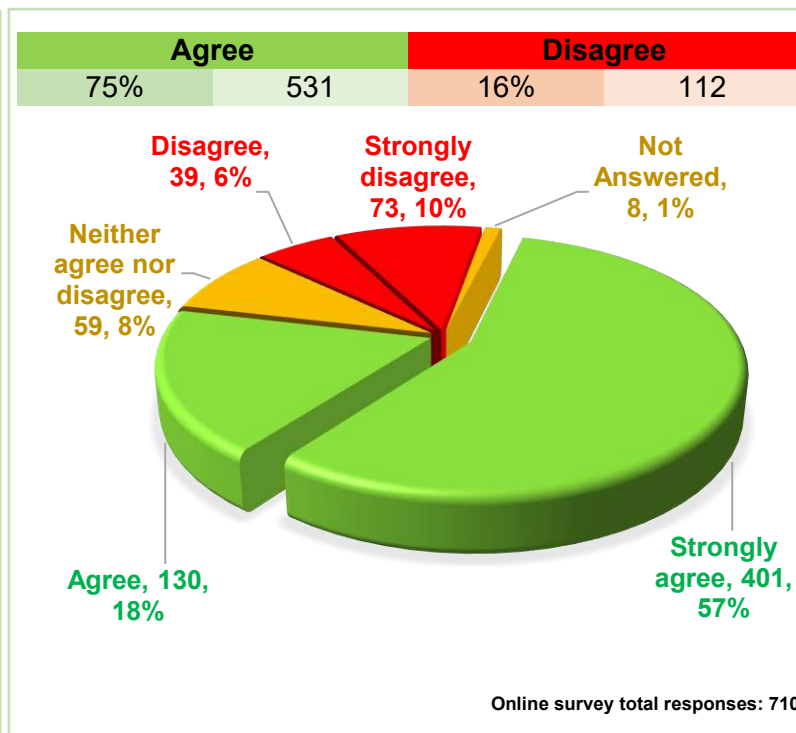
Q4: To what extent do you agree or disagree with the following proposal "To challenge and tackle unconscious bias we are proposing mandatory equalities training for all staff and elected members."

Key Findings

75% of respondents agree to this proposal compared to 16% who disagreed. 259 respondents provided comments to their answer.

Key themes: Quality Approach, Political Neutrality, Ineffectiveness

- **Quality Approach:** 35% of respondents felt that this measure would only be effective if a well-rounded approach was adopted. There should be regular sessions held with independent organisations delivering the sessions. Staff should be adequately challenged and there should be a level of openness in progressing ahead.
- **Scepticism to Unconscious Bias Training:** Respondents were largely in favour of promoting equality and diversity as an organisation was necessary but there were more criticisms levelled at implementing unconscious bias training. Existing research and data on unconscious bias training is patchy, with some evidence that it can reduce cohesion was frequently cited to argue against this proposal. There would need to be a thorough approach to equalities and unconscious bias training to ensure that it is best-practice and meaningful towards the equalities objectives.

Agree		Disagree	
75%	531	16%	112

Disagree, 39, 6%
Strongly disagree, 73, 10%
Not Answered, 8, 1%
Neither agree nor disagree, 59, 8%
Agree, 130, 18%
Strongly agree, 401, 57%

Online survey total responses: 710

Q4: Continued

Comments & Feedback for Q4: "To challenge and tackle unconscious bias we are proposing mandatory equalities training for all staff and elected members".
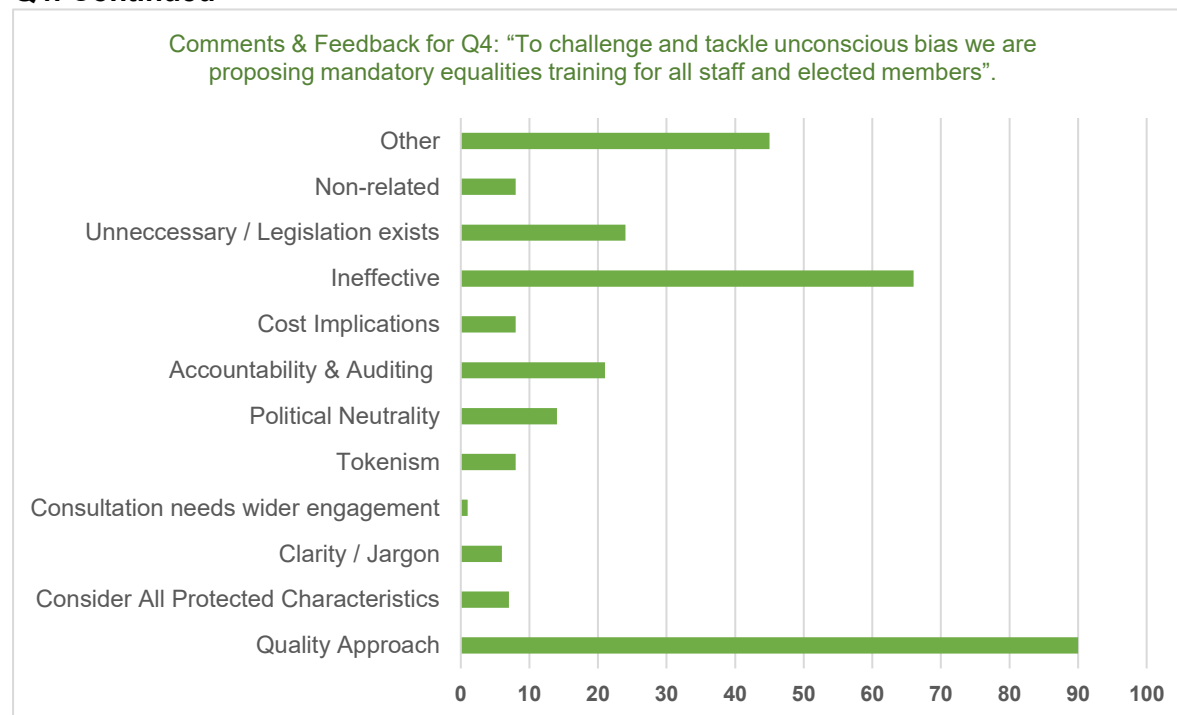

Figure 4. Responses to Question 4 by additional feedback grouped by themes.

Similar feedback to previous questions

- All protected characteristics need to be covered by the training
- Objectives and plans need to be outlined clearly in plain English for a better response.

Comments and Feedback

Quality Approach: Qualified trainers should be brought in to deliver the sessions, and it should address the topic of intersectionality. Sessions should be delivered regularly and integrated within the appraisal system.

Tokenism / Ineffective: There is specific criticisms raised against unconscious bias training element of the proposal, as there is no sound evidence to support that it can tackle racial inequalities and, in some cases, can disturb racial harmony.

Political Neutrality: It should be neutral and not unfairly target white people, staff should be allowed to challenge positions.

Equalities Legislation / Cost Implications: Equalities legislation and mandatory training are already in place to address this. It is suggested that an internal review of current mechanisms is needed to justify investing into a new approach / demonstrate the current method is not fit-for-purpose.

Accountability and Auditing: One respondent said that they previously heard a white colleague say the exercise is a "waste of time and money", there needs to be a monitoring system in place to ensure staff are reflecting on the session and understand the issues Black, Asian and Minority Ethnic staff and communities face.

Q5: To what extent do you agree or disagree with the following proposal "Explore the potential for establishing a Citizens Assembly or similar body of residents to help us steer our work to shape solutions that improve lives."
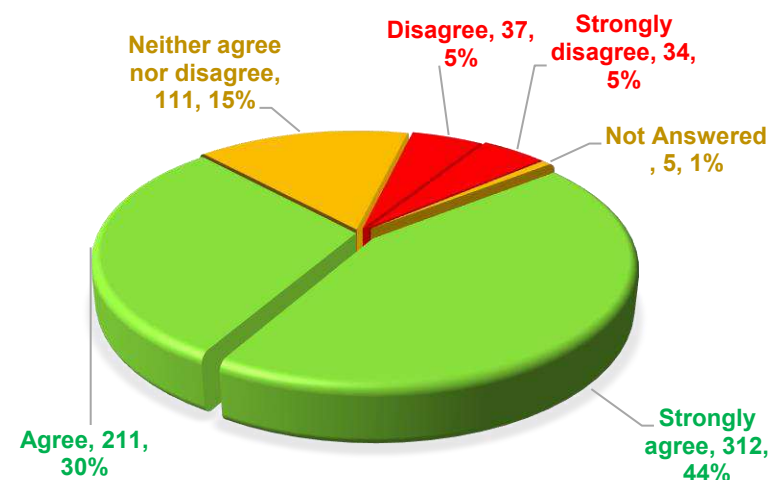
Key Findings

74% of respondents agree to this proposal compared to 10% who disagreed.
204 respondents provided comments to their answer.

Key themes: Accountability and Auditing, Equity and Avoiding Unfair Influence, Representing Communities (especially marginalised and apathetic communities), Objectives Plans and Implementation and Intersectionality

- **Bureaucratic**: A Citizens' Assembly would add an additional layer of unnecessary bureaucracy in the decision-making process
- **Democratic Deficit:** There were concerns over unelected individuals having significant influence over policy
- **'Usual Voices':** Hard-to-reach and marginalised communities need to be given more focus, the current forums in existence are dominated by self-appointed community leaders and "usual voices"
- **Objectives, Plans and Implementation:** The remit of the Assembly needs to be clearly defined
- **Existing Mechanisms**: Utilise existing forums e.g. Ward meetings

Agree		Disagree	
74%	523	10%	71

Neither agree nor disagree, 111, 15%

Disagree, 37, 5%

Strongly disagree, 34, 5%

Not Answered, 5, 1%

Agree, 211, 30%

Strongly agree, 312, 44%

Online survey total responses: 710

Q5 Continued.

Comments & Feedback for Q5: "Explore the potential for establishing a Citizens Assembly or similar body of residents to help us steer our work to shape solutions that improve lives".
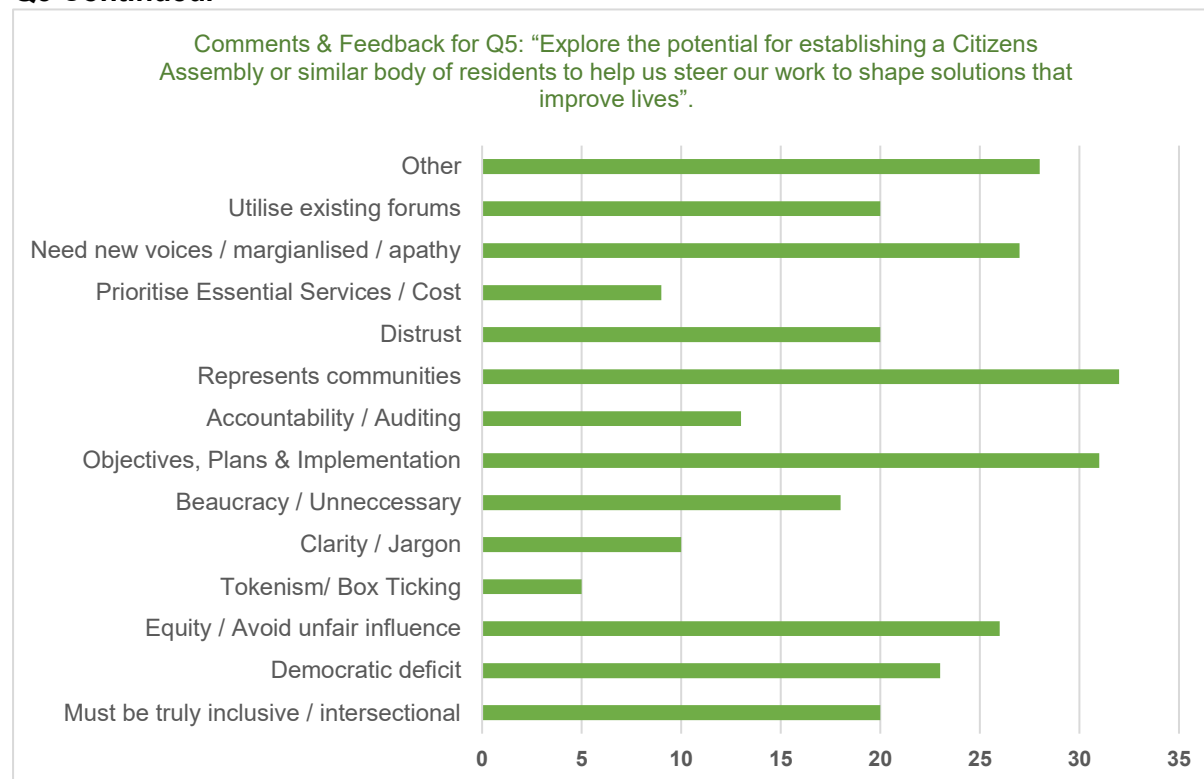

Figure 5. Responses to Question 5 by additional feedback grouped by themes.

Similar feedback to previous questions

- Must be truly inclusive and represent all of Birmingham's diverse communities.
- Objectives and plans need to be outlined clearly in plain English for a better response.
- Need to show this will lead to meaningful impact and change, can't be box-ticking exercise but needs show the council is listening to the needs of communities.

Comments and Feedback

New Voices: "Usual suspects" frequently raised as a key issue in Birmingham. Special interest groups that have historical relationships with the Council can often dominate local public forums. There needs to be greater engagement and publicity for the assembly to reach out to underrepresented groups and new voices.

Prioritise Essential Services: Concerns that LA budget cuts are impact priority areas, given the economic consequences due to COVID-19, public money is better spent on boosting the economy and service provision.

Distrust / Apathy: Turnout at ward forums are already low and apathy amongst disenfranchised groups will only become worse if groups already engaged with the City dominate this forum.

Avoid Unfair Influence / Democratic Deficit: The Council is selected in a democratic process and elected officials are meant to represent their wards; the remit of this Assembly needs to be clearly defined to ensure unelected officials are not given unfair influence.

Utilise Existing Forums: Needs to be a systematic reflection of why the existing mechanisms are not working and develop upon this.
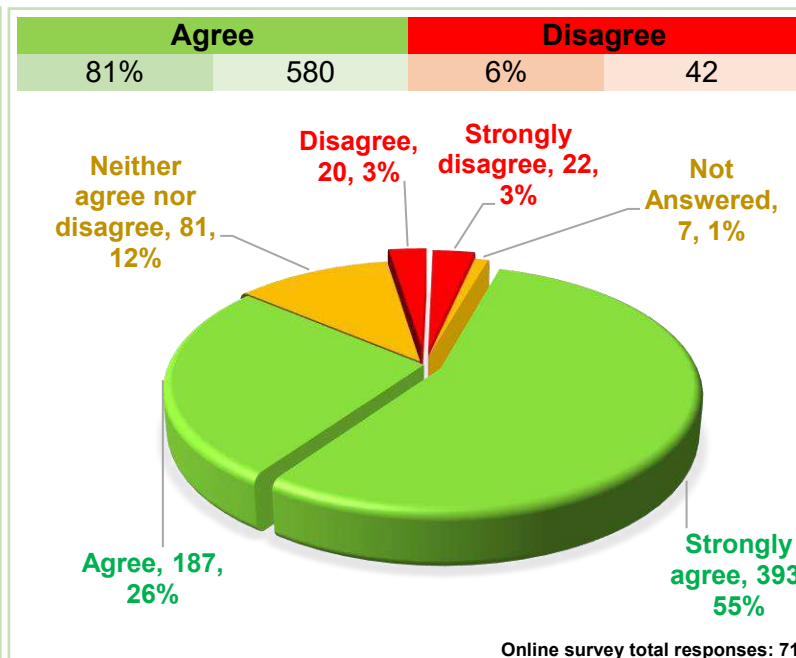
Q6: To what extent do you agree or disagree with the following proposal "We will support the second phase of the Birmingham Poverty Truth Commission, to ensure that the voices of those with lived experience of poverty have a direct influence upon how we deliver our services and make policy."

Key Findings

81% of respondents agree to this proposal compared to 6% who disagreed. 155 respondents provided comments to their answer.

Key themes: Meaningful Impact, Previous Feedback and Progress, Subjectivity and Defining Poverty.

- **Previous Feedback and Progress:** 12% wanted to see if there was any data or progress from the first commission
- **Meaningful Impact:** 28% wanted to ensure there was meaningful impact from the exercise but in general needed greater direction on the level of influence the commission as experiences of poverty can be highly subjective and relative.
- **Distrust** Some respondents felt a distrust from the Council and that this would be a tick box exercise with no significant outcome, it indicates that progress needs to be measured.
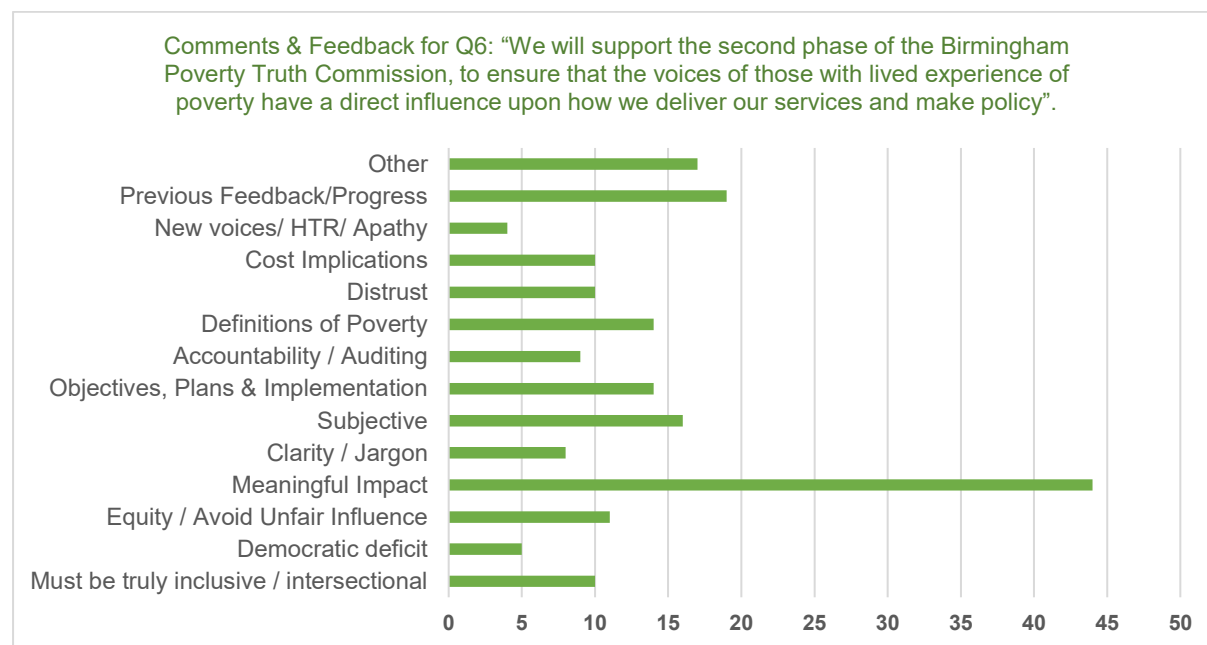
Agree		Disagree	
81%	580	6%	42

Neither agree nor disagree, 81, 12%

Disagree, 20, 3%

Strongly disagree, 22, 3%

Not Answered, 7, 1%

Agree, 187, 26%

Strongly agree, 393, 55%

Online survey total responses: 710

23

Q6: Continued

Comments & Feedback for Q6: "We will support the second phase of the Birmingham Poverty Truth Commission, to ensure that the voices of those with lived experience of poverty have a direct influence upon how we deliver our services and make policy".

Figure 6. Responses to Question 6 by additional feedback grouped by themes.

Comments and Feedback

Meaningful Impact: The knowledge collected should be reflected upon critically to feed into action plans. Comments suggested it should not be "another talking shop".

Subjectivity: Due to the highly subjective nature of poverty, two people's experiences may widely differ. Policy should be based on evidence.

Previous Feedback / Progress: 12% of comments suggested that there needed to be wider publicity of the first phase of the commission and its objectives, as this survey was the first time many had heard of it.

Defining Poverty: There are various definitions of poverty such as absolute, relative, in-work poverty etc. This should be included in further stages of development.

Similar feedback to previous questions

- Objectives, Plans, Implementation need to be outlined in clear and accessible language for a better response.
- Similar to Q5, remit of the commission needs to be clearly defined to ensure participants are not given unfair influence.
- Distrust between citizens and organisation raise questions for 6% on how effective this exercise will be.

Q7: To what extent do you agree or disagree with the following proposal "We will continue and expand our work with Operation Black Vote to invest in, enable and grow a new generation of Black, Asian and Minority Ethnic civic leaders."
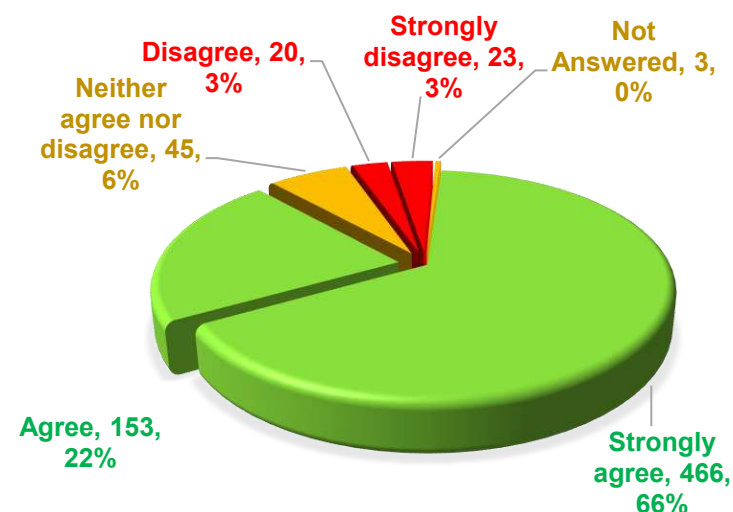
Key Findings

63% respondents agree to this proposal compared to 23% who disagreed. 212 respondents provided comments to their answer.

Key themes: White Experience/Divisive, Merit-Based Appointment, Training and Youth Investment, and Equity and Accountability.

- **Training and Youth Investment:** 11% felt that investment in young people is needed. In this category, there was an emphasis on exposing young people to training and development opportunities in areas and groups that would not know or have access to them.
- **White Experience:** Distrust and apathy within white-working class communities should be addressed.
- Consistent with the responses to Q1 & Q2, knowledge, skills and innate passion should be the major determining factors when an individual is elected to a public office role.

Agree		Disagree	
63%	447	23%	162

Neither agree nor disagree, 96, 13%

Disagree, 64, 9%

Strongly disagree, 98, 14%

Not Answered, 5, 1%

Agree, 147, 21%

Strongly agree, 300, 42%

Online survey total responses: 710

Q7: Continued

Comments & Feedback for Q7: "We will continue and expand our work with Operation Black Vote to invest in, enable and grow a new generation of Black, Asian and Minority Ethnic civic leaders".
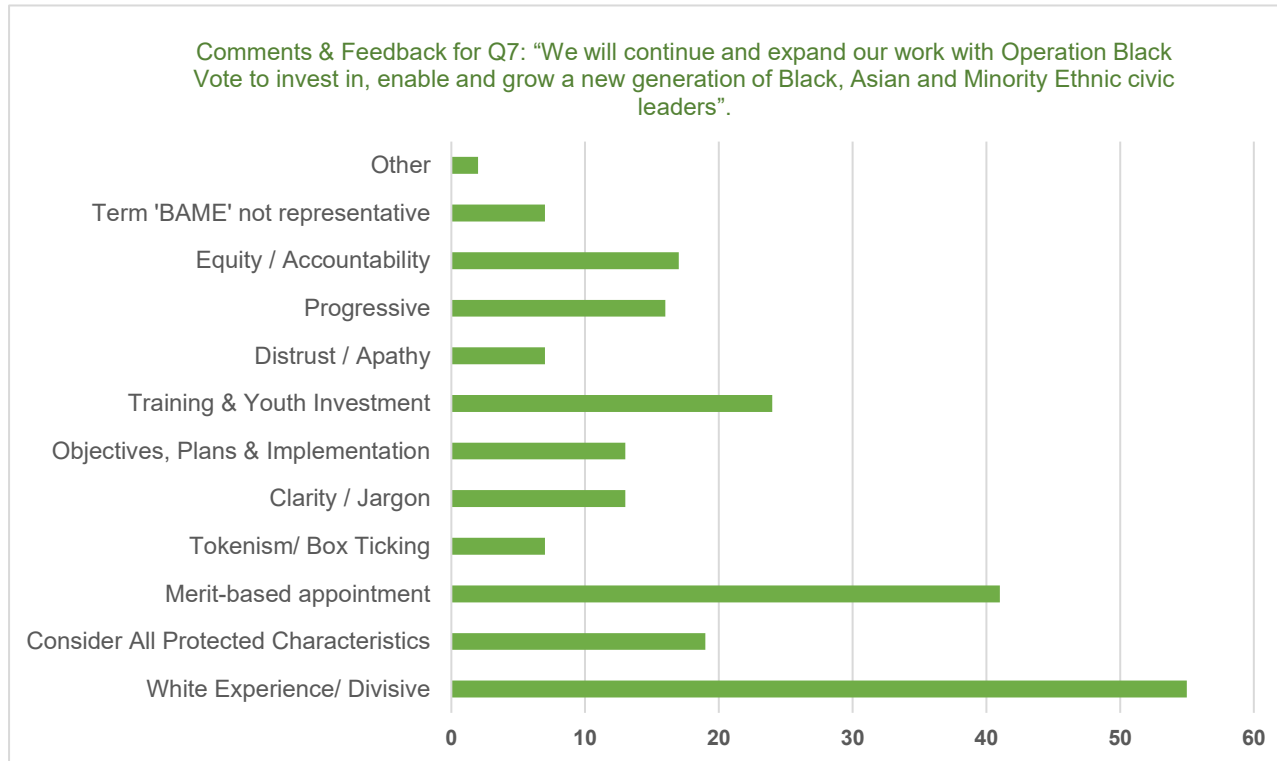
Figure 7. Responses to Question 7 by additional feedback grouped by themes.

Q8: To what extent do you agree or disagree with the following proposal "We want Birmingham to be a Living Wage city to help drive poverty pay out of our city altogether. We will work with other employers to help us submit our application to become a Living Wage City to help lift individuals and families out of poverty by paying the Real Living Wage."
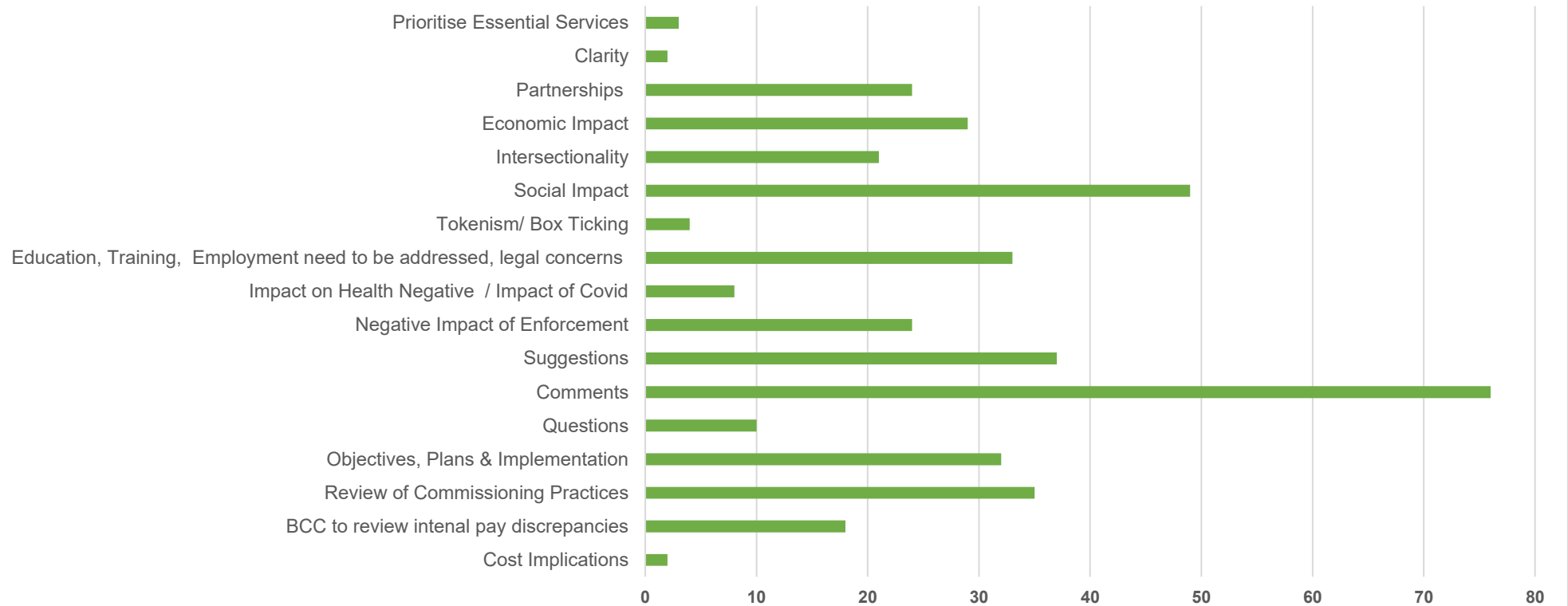
Key Findings

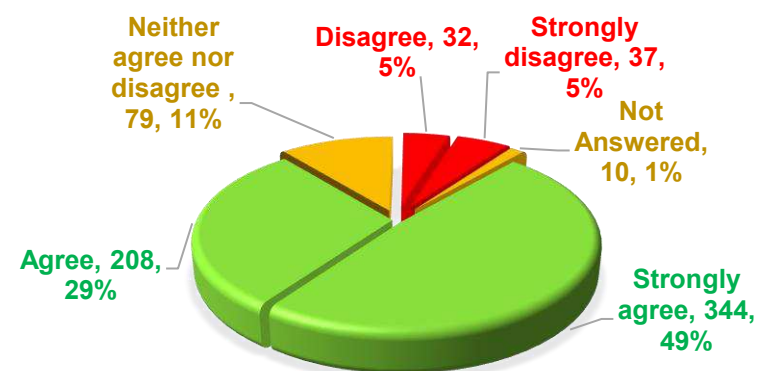88% of respondents agree to this proposal compared to 6% who disagreed.
163 respondents provided comments to their answer.

Key themes: Social impact, Review of Commissioning Practice, Objectives, Plans and Implementation, Education, Training and Employment.

- **Negative Impact of Enforcement:** There were concerns raised about the negative impact of enforcing the Real Living Wage (RLW) on small-medium sized enterprises as compliance could potentially lead to net losses to employment and act as a driver for businesses to relocate out of Birmingham.
- **Suggestion**: BCC needs to review its current procurement and commissioning practices to ensure that organisations contracted to deliver work are paying a real living wage and there are not net losses to overall potential employment. Contract monitors need to carry out more stringent auditing of compliance to the RLW to ensure this can have a meaningful impact on employees.
- **COVID-19:** Due to the impact of COVID-19, respondents felt that this would not be economically viable, and the City should prioritise economic recovery and address this in 5-10 years.
- Suggestion: Education and Training should focus on creating a more skilled workforce and attracting specialist firms to the city.
- **Internal Review of Pay Discrepancies:** As highlighted in the workforce race equity review, comments suggested that the council needed to review its own internal pay discrepancies for ethnic minorities and disabled employees, re-evaluate pay freezes and the rate of pay in comparison to other local authorities to be recognised as a credible major employer in the City. Volunteering opportunities should also be advertised more by the Council.

Agree		Disagree	
88%	619	6%	43

Neither agree nor disagree, 45, 6%

Disagree, 20, 3%

Strongly disagree, 23, 3%

Not Answered, 3, 0%

Agree, 153, 22%

Strongly agree, 466, 66%

Online survey total responses: 710

Comments & Feedback for Q8: "We want Birmingham to be a Living Wage city to help drive poverty pay out of our city altogether. We will work with other employers to help us submit our application to become a Living Wage City to help lift individuals and fa
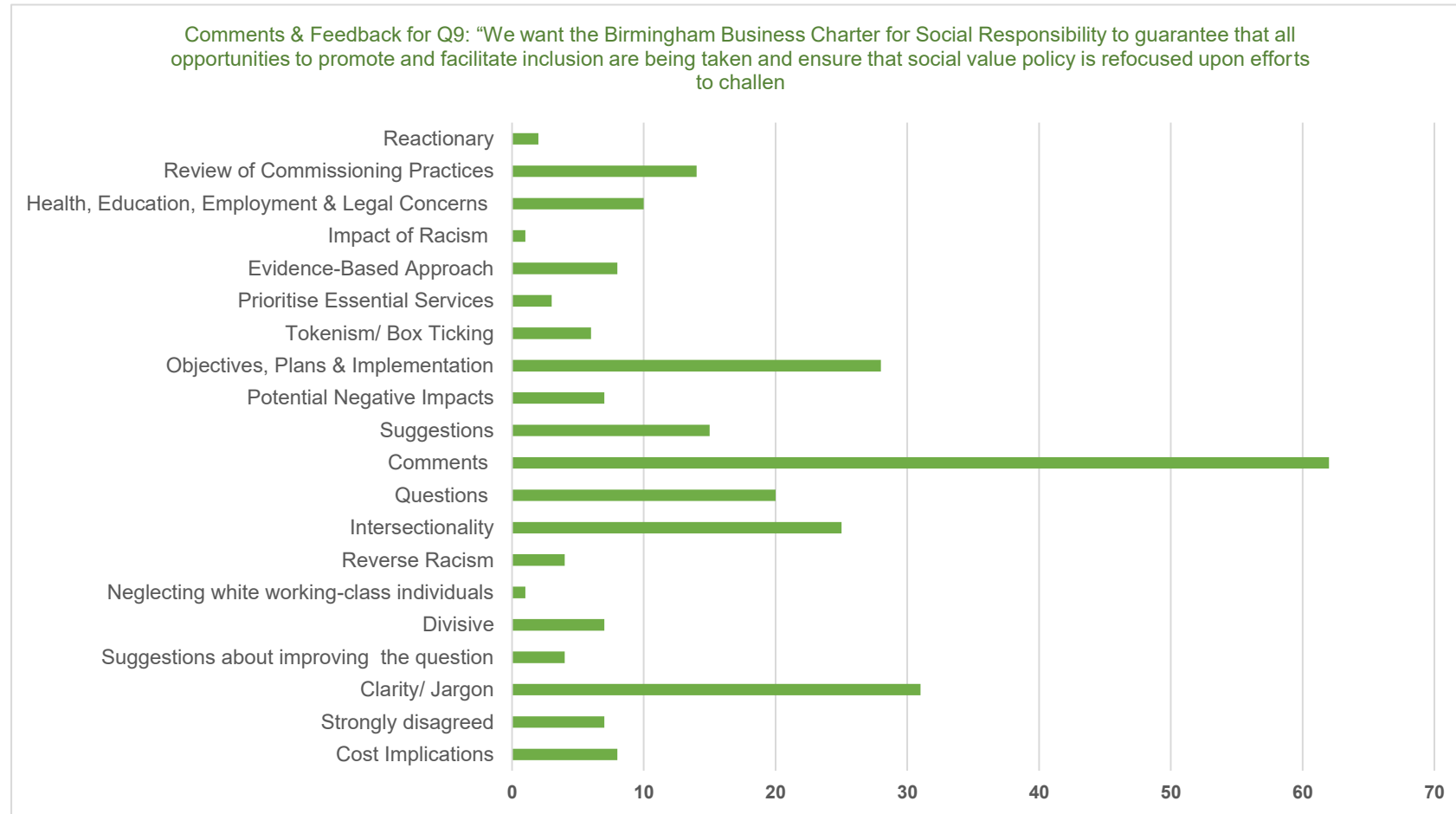
Figure 8. Responses to Question 8 by additional feedback grouped by themes.

Q9: To what extent do you agree or disagree with the following proposal "We want the Birmingham Business Charter for Social Responsibility to guarantee that all opportunities to promote and facilitate inclusion are being taken and ensure that social value policy is refocused upon efforts to challenge structural inequalities."

Key Findings

78% of respondents agree to this proposal compared to 10% who disagreed.
138 respondents provided comments to their answer.
Key Themes: Comments, Objective Plans & Implementation, Clarity, Intersectionality, Review of BCC Commissioning Practices

- **Clarity:** Clearer guidance in simple English is needed on what the Charter includes, the level of enforcement, methods of compliance monitoring and a realistic timeline of actions to ensure this is not a tokenistic gesture to signal progression. Social Value policy need to be produced specific behaviours to ensure they don't come secondary to finance policies.
- **Intersectionality:** Concerns that race has dominated most of the proposals, and this theme will be fed into the Charter. There should be a greater focus on discrimination and structural inequality against disabled people.
- Suggestion: Producing equalities data for organisations BCC commissions: - consider how many are local, grassroots organisations that employ a higher proportion of Black, Asian and Minority Ethnic staff.

Agree		Disagree	
78%	552	10%	69

Neither agree nor disagree , 79, 11%

Disagree, 32, 5%

Strongly disagree, 37, 5%

Not Answered, 10, 1%

Agree, 208, 29%

Strongly agree, 344, 49%

Online survey total responses: 710

Q9: Continued.

Comments & Feedback for Q9: "We want the Birmingham Business Charter for Social Responsibility to guarantee that all opportunities to promote and facilitate inclusion are being taken and ensure that social value policy is refocused upon efforts to challen

Figure 9. Responses to Question 9 by additional feedback grouped by themes.

Q10: To what extent do you agree or disagree with the following proposal "We want other public sector partners and anchor institutions in the city to join us in drawing up a Birmingham Employment Charter to ensure best practice in diversity and increase recruitment across all sectors."

Key Findings

75% of respondents agree to this proposal compared to 12% who disagreed. 150 respondents provided comments to their answer.

Key Themes: Merit-based appointment, Tokenism and Avoiding Tick-Box Exercises, Objectives Plans and Implementation, Adopting Best Practice Methods and Equity and Accountability.

The proposal is received positively in principle but similar to previous responses, the Charter's objectives and plans need to be outlined more clearly and should prioritise recruitment based on merit.

- **Meritocracy:** 19% of responses felt that blind applications and merit-based appointments should be the most important principle in recruitment.
- **Tokenism**: 13% of respondents were concerned this may become a tick-box exercise for private firms. There is a risk that signatories of the charter could use it as a tokenised gesture without meaningful change.
- **Clarity:** 19% felt the proposal's objectives need to be clearly outlined in simple language.
- **Best Practice**: 9% felt that a best-practice models needed to be adopted. BCC should lead on the initiative and partner with other local authorities to develop and share best practice. Also, suggestion for BCC to build alliances with other public sector organisations such as the Civil Service and the NHS.
- **Intersectionality**: Gender inequality needs greater focus as homelessness and in-work poverty disproportionately affect women. Class is also commonly cited as a characteristic that needs to be included to ensure marginalised groups in the White Community are not negatively impacted.
- **Accountability**: Independent body needed to audit progress made by signatories

Agree		Disagree	
75%	531	12%	90
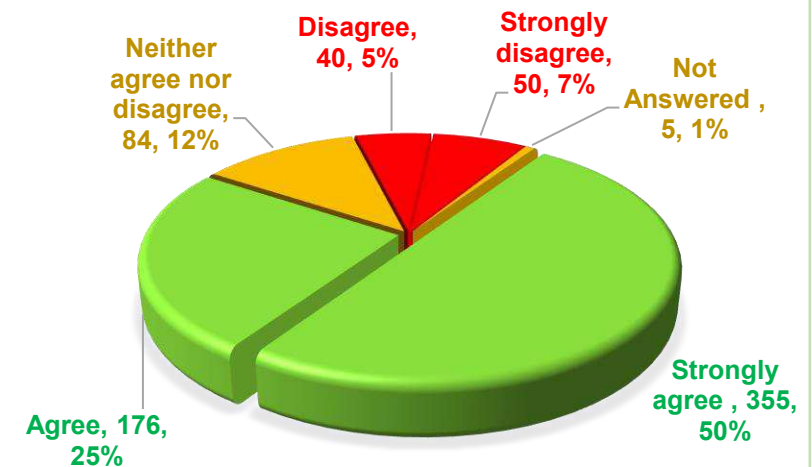
Online survey total responses: 710

Suggestion:

"Use flexible work schemes to share talent and allow skilled employees to work between organisations to share culture and best practice".
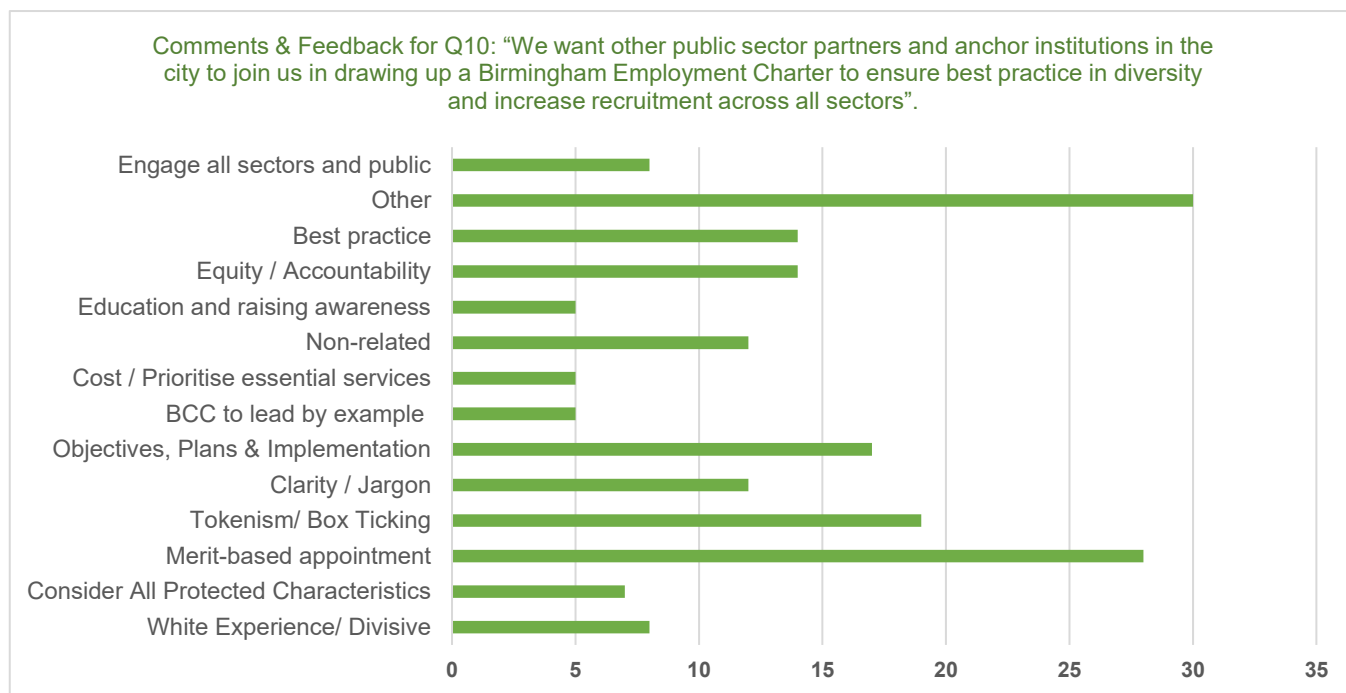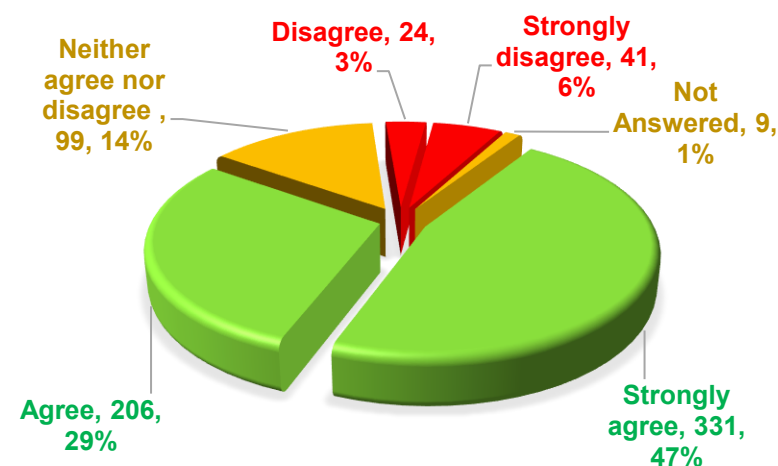
31

Comments & Feedback for Q10: "We want other public sector partners and anchor institutions in the city to join us in drawing up a Birmingham Employment Charter to ensure best practice in diversity and increase recruitment across all sectors".

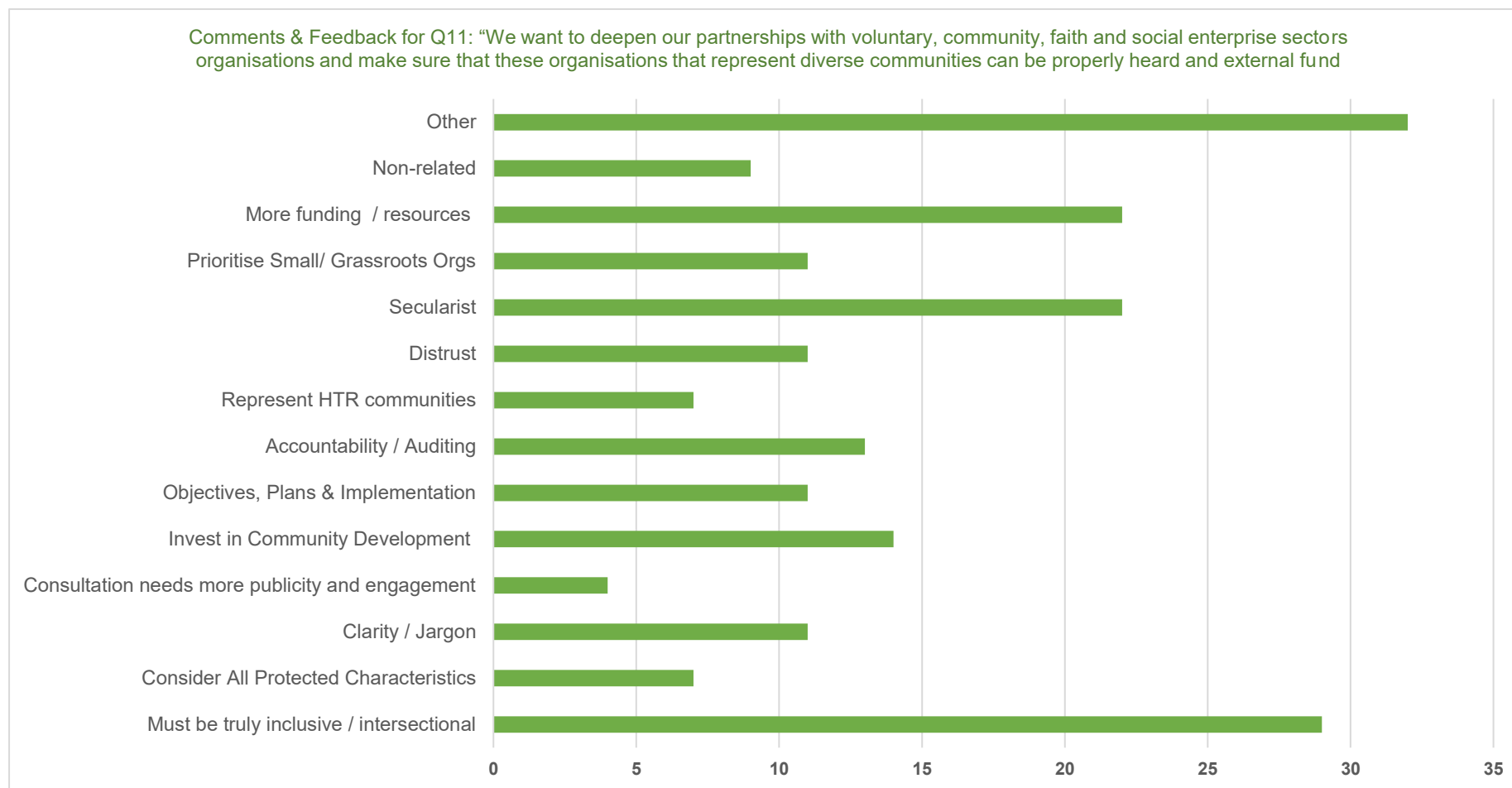| Theme	Value
Engage all sectors and public	8
Other	30
Best practice	14
Equity / Accountability	14
Education and raising awareness	5
Non-related	12
Cost / Prioritise essential services	5
BCC to lead by example	5
Objectives, Plans & Implementation	17
Clarity / Jargon	12
Tokenism/ Box Ticking	19
Merit-based appointment	28
Consider All Protected Characteristics	7
White Experience/ Divisive	8

Figure 10. Responses to Question 10 by additional feedback grouped by themes.

Q11: To what extent do you agree or disagree with the following proposal "We want to deepen our partnerships with voluntary, community, faith and social enterprise sectors organisations and make sure that these organisations that represent diverse communities can be properly heard and external funding sources that are not available to the Council levered in to support grassroots community development and strengthen civil society."
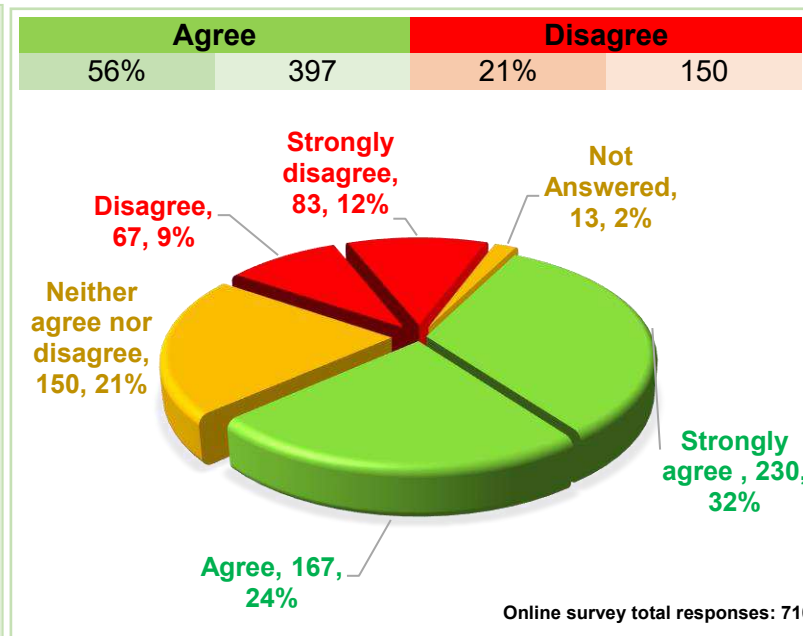
Key Findings

76% of respondents agree to this proposal compared to 9% who disagreed.
146 respondents provided comments to their answer.

Key themes: Intersectionality/ Inclusivity, Secularist Approach, Distrust between residents and LA, Representing Hard to Reach Communities and Developing community organisations and spaces.

There is wide recognition that these organisations are vital to delivering public services. COVID-19 has particularly highlighted the benefits and impacts these organisations carry, there is therefore a greater consensus in supporting this proposal. However, this policy services also needs greater clarity. Will grassroots organisations be provided more opportunities, funding or practical support from the council? And what objective does this align to within the context of EBEB, does this promote diversity and inclusion or is it tackling inequality – or both? Need to reach out to smaller, grassroots organisations. Council needs a greater strategic role, with a clear policy framework, such as previous BCC External Funding to greater support the development of these organisations. It is clear an overall review of the current partnership model is needed to evaluate its' strategic and supporting role.

- **Representation:** Seek out hard to reach communities, integrate new minorities and uplift their voices.
- **Support grassroots organisations:** Invest in community development, create a dedicated service area or retrain employees to support these work areas. There is an unequal focus on "usual suspects" such as BVSC, TAWS and BRAP. Key learnings to support community organisation post-COVID-19 and planning for future pandemics
- **Suggestions:** Support youth development. Start a Birmingham crowd-funding initiative. Develop a new third sector charter. Give more autonomy in collaborations to partner organisations.

Agree		Disagree	
76%	537	9%	65

Neither agree nor disagree , 99, 14%

Disagree, 24, 3%

Strongly disagree, 41, 6%

Not Answered, 9, 1%

Agree, 206, 29%

Strongly agree, 331, 47%

Online survey total responses: 710

Q11 Continued.

Comments & Feedback for Q11: "We want to deepen our partnerships with voluntary, community, faith and social enterprise sectors organisations and make sure that these organisations that represent diverse communities can be properly heard and external fund

Figure 11. Responses to Question 11 by additional feedback grouped by themes.

Q12: To what extent do you agree or disagree with the following proposal "We want to give a voice to our ever more diverse family of faith communities in the city. The City Council will review and refresh the Faith Covenant, which we first signed in 2014, to ensure that we work with and give a voice to our ever more diverse family of faith communities in the city. We will also re-establish a formal body to oversee the work of the Covenant and our relationship with faith groups."

Key Findings

56% respondents agree to this proposal compared to 21% who disagreed. 154 respondents provided comments to their answer.

Key themes: Secularist Approach, Representing Atheist/ Agnostic People, Intersectionality/ Inclusivity.

Evidence-based model needed to demonstrate the social value of this to the general public. Partnership must be inclusive of all faiths (factoring atheist and agnostic people). Scope of the partnership should be clearly defined to ensure faith leaders don't have a disproportionate influence on policy. The 2017 Faith Covenant has limited information online regarding its policies and progress since launching, if this proposal is to be carried forward – this needs to be published more frequently.

- **Secularism:** 27% were in favour of continuing a secular approach in addressing key issues such as poverty. Faith should not be a major determining influence for policy in a secular country. It is better to opt for the 'Communities of Interest' model.
- **Divisive:** 6% of respondent felt that faith communities can be a causal factor in divisions within Birmingham citing religious hate speech in the city centre and 'No Outsiders' protests. There needs to be clarity on the level of influence faith communities must ensure groups are not perpetuating gender discrimination and hate against the LGBT+ community.
- **Represent Atheist/Agnostic People:** 16% felt that the proposal could potentially disenfranchise/alienate atheistic and agnostic. How is the level of influence determined to ensure there is equal treatment of all faith groups and to avoid creating a 'two-tiered system'?
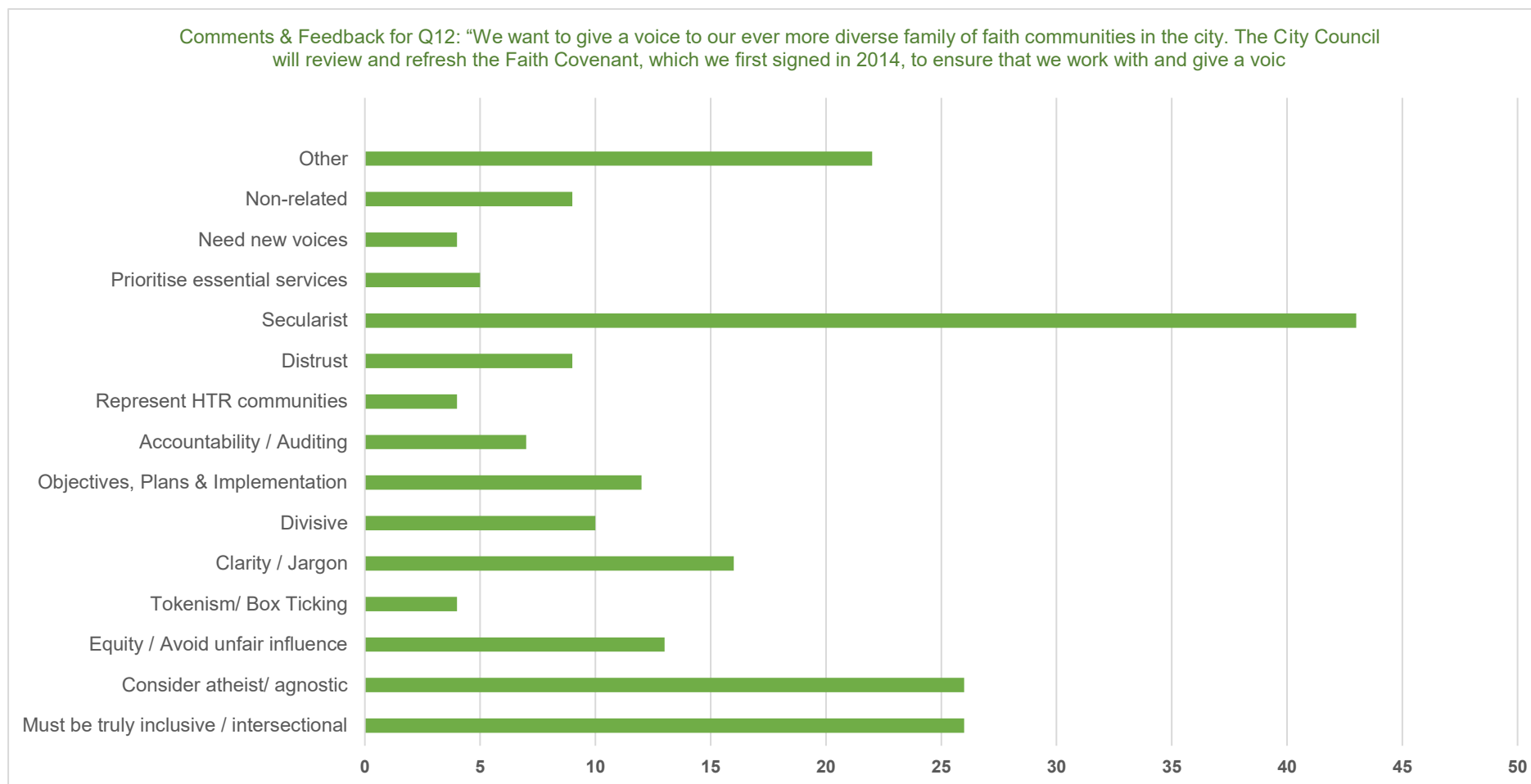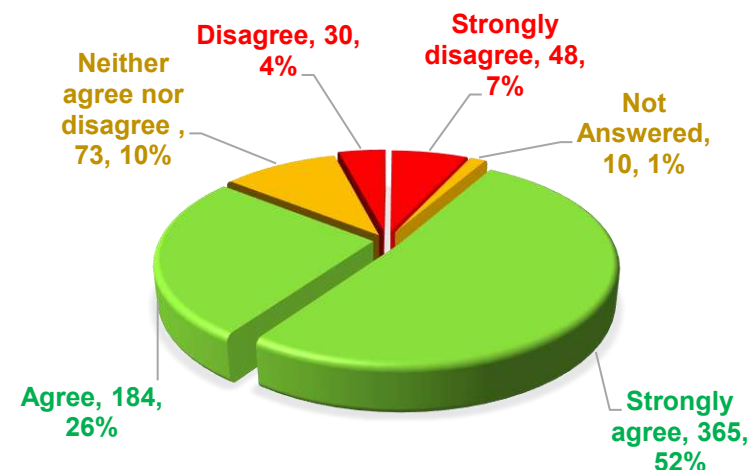
Agree		Disagree	
56%	397	21%	150

Strongly disagree, 83, 12%
Not Answered, 13, 2%
Disagree, 67, 9%
Neither agree nor disagree, 150, 21%
Strongly agree , 230, 32%
Agree, 167, 24%

Online survey total responses: 710

Comments & Feedback for Q12: "We want to give a voice to our ever more diverse family of faith communities in the city. The City Council will review and refresh the Faith Covenant, which we first signed in 2014, to ensure that we work with and give a voic

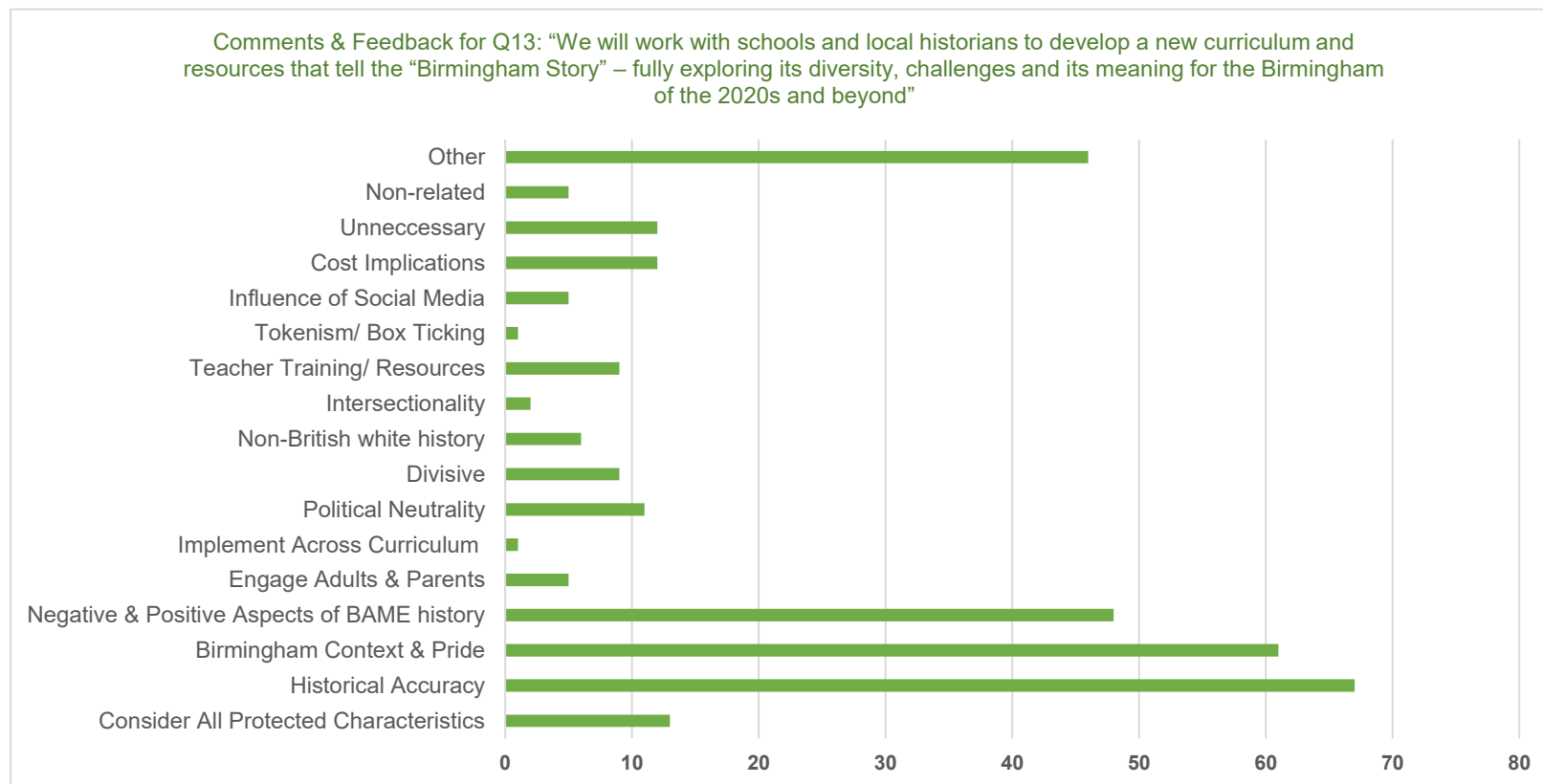| Category	Value
Other	22
Non-related	9
Need new voices	4
Prioritise essential services	5
Secularist	43
Distrust	9
Represent HTR communities	4
Accountability / Auditing	7
Objectives, Plans & Implementation	12
Divisive	10
Clarity / Jargon	16
Tokenism/ Box Ticking	4
Equity / Avoid unfair influence	13
Consider atheist/ agnostic	26
Must be truly inclusive / intersectional	26

Figure 12. Responses to Question 12 by additional feedback grouped by themes.

Q13: To what extent do you agree or disagree with the following proposal "We will work with schools and local historians to develop a new curriculum and resources that tell the Birmingham Story – fully exploring its diversity, challenges and its meaning for the Birmingham of the 2020s and beyond."
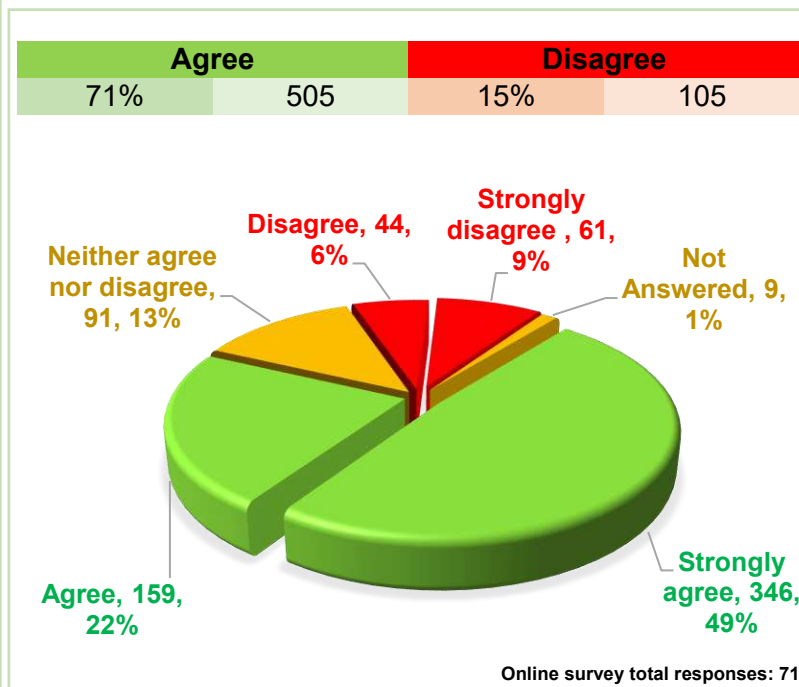
Key Findings

78% of respondents agree to this proposal compared to 11% who disagreed. 214 respondents provided comments to their answer.

Key themes: Historical Accuracy (Avoid rewriting or whitewashing history), highlighting negative and positive events in Black, Asian and Minority Ethnic history (BAME Pioneers vs. Colonialism), Non-British White History (Irish and Eastern European Community) and Cost Implications.

In general, this was received positively but it was clear that education should not be politicised. When drawing up the main components of the curriculum, it should highlight both positive and negative events. Black, Asian and Minority Ethnic history and heritage should cover slavery and colonialization but also elements for young people to be inspired by such as prominent figures and notable inventors. If possible, elements of this proposal should be integrated within subjects across than curriculum rather than creating a supplementary module. To maximise impacts, there should be a process for academic and free schools to deliver these lessons also.

- **Historical Accuracy**: 30% of people agreed with the proposal on the condition that it was applied within and relevant to the Birmingham context, adopting a well-rounded approach to Black, Asian and Minority Ethnic history (such as the positive impact of mass migration in the 70s but also explaining the discrimination groups faced at the time). This is consistent with the popular opinion that history lessons should be factually accurate to avoid white-washing British history.
- **Birmingham Context and Pride:** Include Birmingham's architectural heritage and its roots (Geography or Art) and encourage academies and free schools to implement this also.
- Engage young people on what they'd want on the curriculum and use the Commonwealth Games to draw upon the value of migration from Commonwealth countries.
- **Divisive:** 4% were concerned that the subject area was potentially divisive, and it should be delivered through a politically neutral lens.
- **Teaching Training and Resources:** 5% were concerned that schools and teachers are already under resourced and not equipped to deliver additional sensitive subjects. The topics are better explored through field trips and PSHE days.

Agree		Disagree	
78%	549	11%	78

Strongly disagree, 48, 7%

Disagree, 30, 4%

Neither agree nor disagree , 73, 10%

Not Answered, 10, 1%

Agree, 184, 26%

Strongly agree, 365, 52%

Online survey total responses: 710

Comments & Feedback for Q13: "We will work with schools and local historians to develop a new curriculum and resources that tell the "Birmingham Story" – fully exploring its diversity, challenges and its meaning for the Birmingham of the 2020s and beyond"

Figure 13. Responses to Question 13 by additional feedback grouped by themes.

Q14: To what extent do you agree or disagree with the following proposal "Following the launch of our Schools Equality Toolkit: "All Different, All Equal", we will work with our partners in the education and community sectors to develop a new Race Equality education programme for use in Birmingham's schools."

Key Findings

71% of respondents agree to this proposal compared to 15% who disagreed.
178 respondents provided comments to their answer.

Key themes: Considering All Protected Characteristics, Engaging Adults and Parents, Divisive, Clarity and Political Neutrality.

The qualitative feedback received was mixed in that there were concern regarding the resources provided to support teaching staff, and the potential it held to further stoke racial divisions within the classroom, should it not be outlined thoroughly and carefully. Where the proposal is encouraged, feedback is positive and constructive, with key areas respondents feel should be prioritised. Below is a summary:

- **Previous Feedback:** One respondent referred to the 1995 Birmingham City Council "All Different All Equal" (ADAE) Youth Campaign, asking to invite participates to share learnings, best-practice and their experiences of the equalities landscape in the mid-90s compared to present time.
- Black History should be incorporated across the curriculum, and not limited to Black History Month. British colonialism should be contextualised to the Birmingham context, where possible. Discuss minorities within minorities (Windrush, Kashmiris etc.).
- **More Resources and Training for Teachers:** Equalities Toolkit should include issues people from the community face. Teachers need to be trained on implicit bias and racial sensitivity. They must be able to distinguish the cultural nuances between Asian Pakistani and Asian Indian, Black African and Black Caribbean. Resources should be shared on Birmingham City Council website.
- **Inclusive / Intersectionality:** All areas of inequality (class, gender, faith, disability and sexual orientation) should be addressed. References to LGBT+ protests and the systematic oppression of LGBT+.
- Disproportionate exclusion rates for black boys, school system needs to focus on understanding behavioural issues rather than exclusion as it impacts their education long-term prospects.
- **Engaging Adults and Parents:** Awareness needs to be raised to parents also, it's detrimental to the overall objective if parents are perpetuating the stereotypes that the curriculum is aiming to combat.
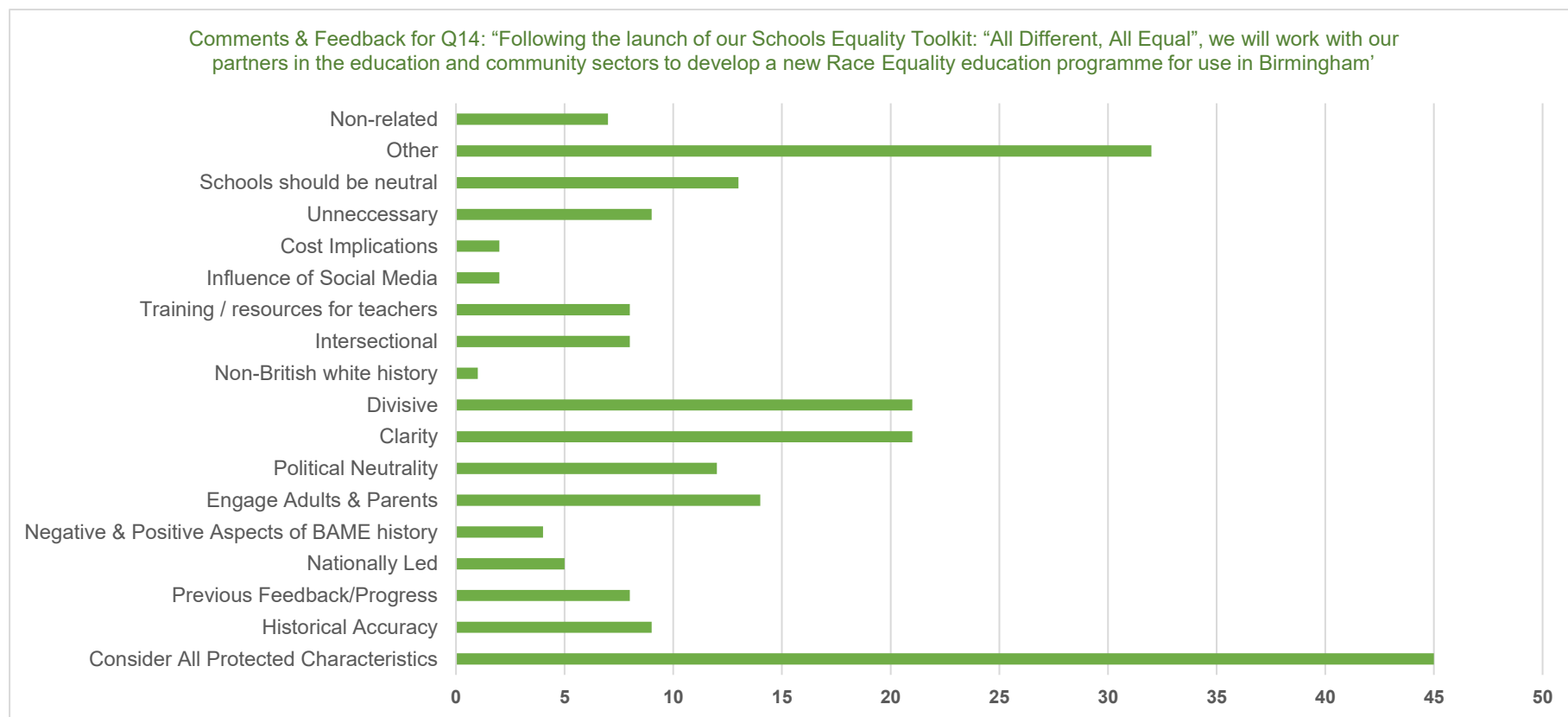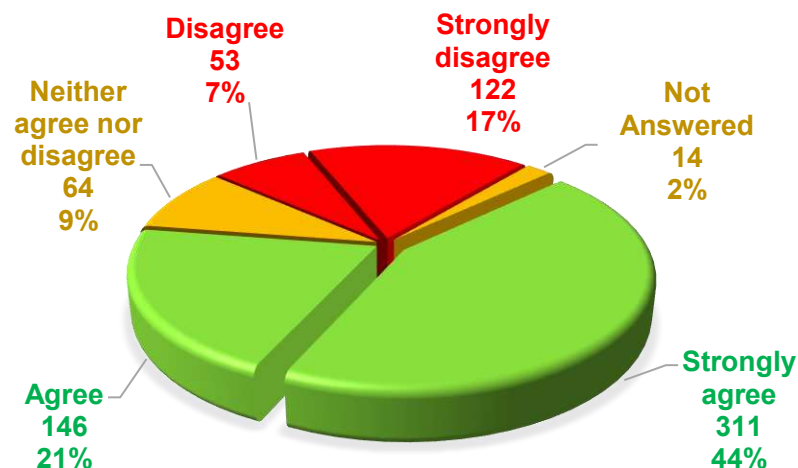
Agree		Disagree	
71%	505	15%	105

Online survey total responses: 710

Comments & Feedback for Q14: "Following the launch of our Schools Equality Toolkit: "All Different, All Equal", we will work with our partners in the education and community sectors to develop a new Race Equality education programme for use in Birmingham'
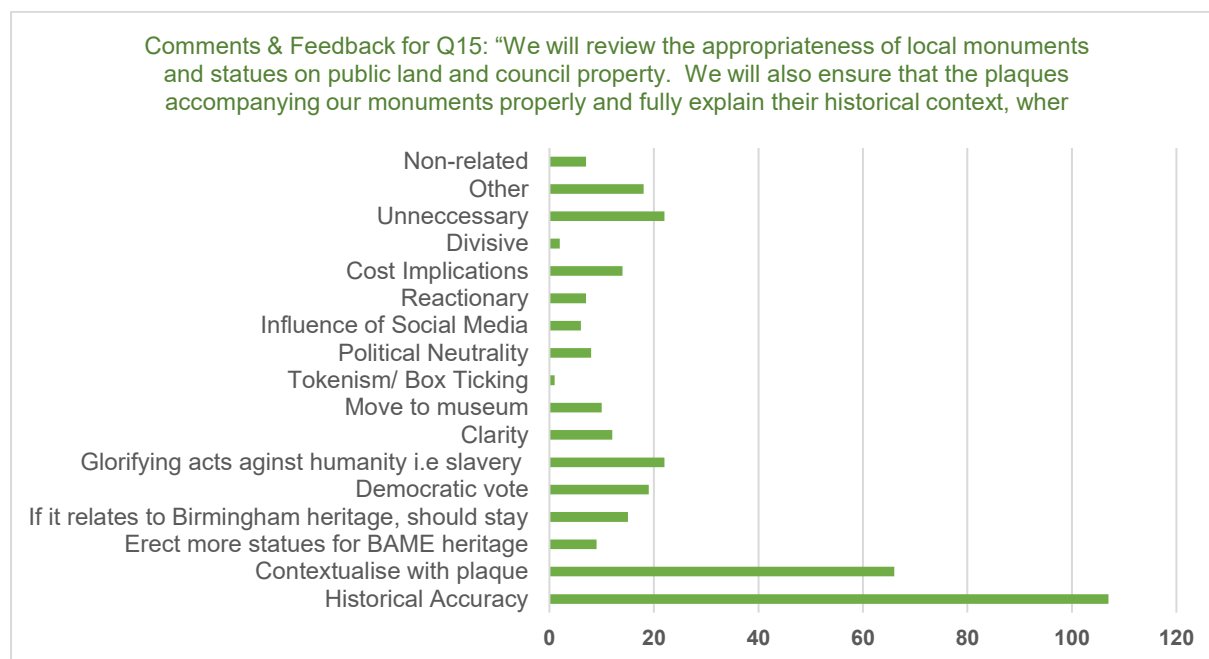
Figure 14. Responses to Question 14 by additional feedback grouped by themes.

Q15: To what extent do you agree or disagree with the following proposal "We will review the appropriateness of local monuments and statues on public land and council property. We will also ensure that the plaques accompanying our monuments properly and fully explain their historical context, where appropriate."
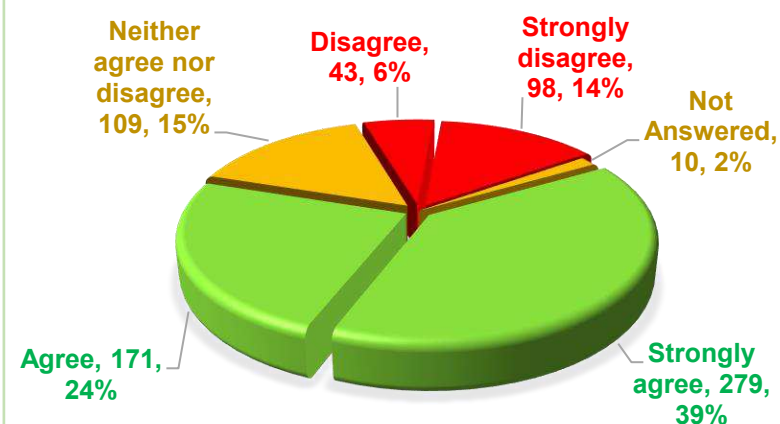
Key Findings

65% of respondents agree to this proposal compared to 24% who disagreed.
249 respondents provided comments to their answer.

Key themes: Historical Accuracy, contextualising monuments with plaques, removing monuments of leaders that committed major crimes against humanity e.g. Slavery and Genocide, allowing Birmingham to vote on this proposal.

It is clear amongst the feedback that the exercise needs to be conducted democratically and in a transparent manner. It's important to draw attention as to why it is important for Birmingham as a city to carry this action out to avoid being reactionary to events happening in America. It should be made clear to the general public what this signifies and means for them.

- **Historical Accuracy:** 42% responded to erasing and/or whitewashing of the past: It's consistently mentioned that completing removing/destroying the statues will have a detrimental impact. 26% of respondents felt it is better to relocate them to a sensitive place such as within a museum, with details provided for context. This is to avoid rewriting history and hiding Britain's role in the slave trade.
- **Logistically Complicated:** How does the City consider this in the context of Joseph Chamberlain – he is a notable civic leader with multiple institutions named after him but was an imperialist? This sets out the challenges and complicated landscape this action will be placed in.
- **Democratic Vote**: needs to be debated as a stand-alone issue with majority of the city.

Agree		Disagree	
65%	457	24%	175

Online survey total responses: 710

Comments & Feedback for Q15: "We will review the appropriateness of local monuments and statues on public land and council property. We will also ensure that the plaques accompanying our monuments properly and fully explain their historical context, wher

Figure 15. Responses to Question 15 by additional feedback grouped by themes.

Q16: To what extent do you agree or disagree with the following proposal "We will review our street and public space naming protocols to ensure that potential names properly reflect and respect the city's history and communities, together with our wider Heritage Strategy."
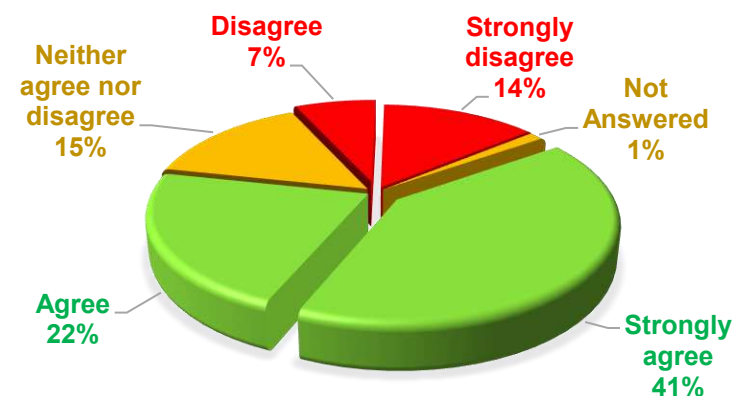
Key Findings

63% of respondents agree to this proposal compared to 20% who disagreed.
152 respondents provided comments to their answer.

Key themes: Historical Accuracy, Logistically Complicated, Cost Implications, Celebrate Birmingham Heritage, Democratic Vote, Reactionary.

The sentiments are similar from the local monuments proposal but there is a greater emphasis on focusing on new public spaces as public perception changes over time,

- **Celebrating Birmingham Heritage:** Street names should reflect Birmingham's heritage and past.

- **Logistically Complicated:** 5% felt that it would be better to apply the protocol to all new developments, reducing confusion and logistic complications in renaming and changing road signs. Like Q15, it should only be applied to road signs which glorify extremely problematic public/historical figures. Renaming current road signs could create a lot of confusion. However, it was also seen as a positive step for Birmingham.

- **Reactionary:** Major theme that social media and far-left activists are strongly influencing the policies (Edward Colston statue in Bristol). There is mention of renaming other contentious public spaces such as Saddam Hussein mosque (it is potentially worth highlighting in future documentation that this facility was later renamed Birmingham Jame Masjid Birchfield, demonstrating that no single community is being targeted).

- **Democratic Vote:** 10% of respondents felt that this would be a costly and unnecessary exercise and should only be carried out if it can be voted on. Supplement this with education and raising awareness.

Figure 16. Responses to Question 16 by additional feedback grouped by themes.

Agree		Disagree	
63%	450	20%	141

Neither agree nor disagree, 109, 15%

Disagree, 43, 6%

Strongly disagree, 98, 14%

Not Answered, 10, 2%

Agree, 171, 24%

Strongly agree, 279, 39%

Online survey total responses: 710

Q16: Continued

Q17: To what extent do you agree or disagree with the following proposal "We will review the displays of art in our civic buildings to ensure they also tell the full story of Birmingham, including the renaming of a room in the Council House to properly mark the contribution of Black Asian Minority Ethnic civic leaders."

Key Findings

63% of respondents agree to this proposal compared to 21% who disagreed.
158 respondents provided comments to their answer.

Key themes: Merit-Based and Inclusive Recognition, Reactionary/Influenced by Social Media, Unnecessary, Needs Clarity.

Overall it is suggested that the strategy needs a short, medium and long-term strategy and framework to be effective. The proposal's tone and context for Q13-Q17 have themes which appear reactionary to the global BLM protests. In the social media age, its impact and significance will be reduced to virtue signalling and pandering to popular public opinion, rather than meaningfully tackling inequality and community divisions in the city. There is an emphasis on continuous, open and dialogue between civic leadership and communities to ensure these objectives are being addressed effectively.

- **Inclusive:** Need to recognise other minority groups (Birmingham's Irish Community) and ensure equal recognition across protected characteristics such as the contribution of women.
- **Clarity:** 13% do not fully understand the selection process and require greater clarity on the proposal.
- **Reactionary:** 14% of respondents felt this proposal was reactionary in comparison to 4% of respondents for Q16.
- Suggestion to have an exhibition display, which highlights exceptional individuals. Removing pieces of art could be deemed as censorship.

Agree		Disagree	
63%	448	21%	148

Online survey total responses: 710

Q17: Comments & Feedback for: "We will review the displays of art in our civic buildings to ensure they also tell the full story of Birmingham, including the renaming of a room in the Council House to properly mark the contribution of Black, Asian, Minori

Theme	Value
Non-related	12
Other	33
Unneccessary	24
Cost Implications	9
Reactionary	22
Influence of Social Media	9
Political Neutrality	9
Clarity	23
Remove extreme names i.e slavery	1
Democratic vote	6
Birmingham Context & Pride	9
Consider All Protected Characteristics	7
Divisive	4
Historical Accuracy	7
Merit-based/ Inclusive	38

Figure 17. Responses to Question 17 by additional feedback grouped by themes.

48% of respondents provided additional comments to their answer.

Key themes: Youth Investment and Employment, Intersectionality, Sustainability, Marginalised white people and dividing the city, Wider publicity of the consultation.
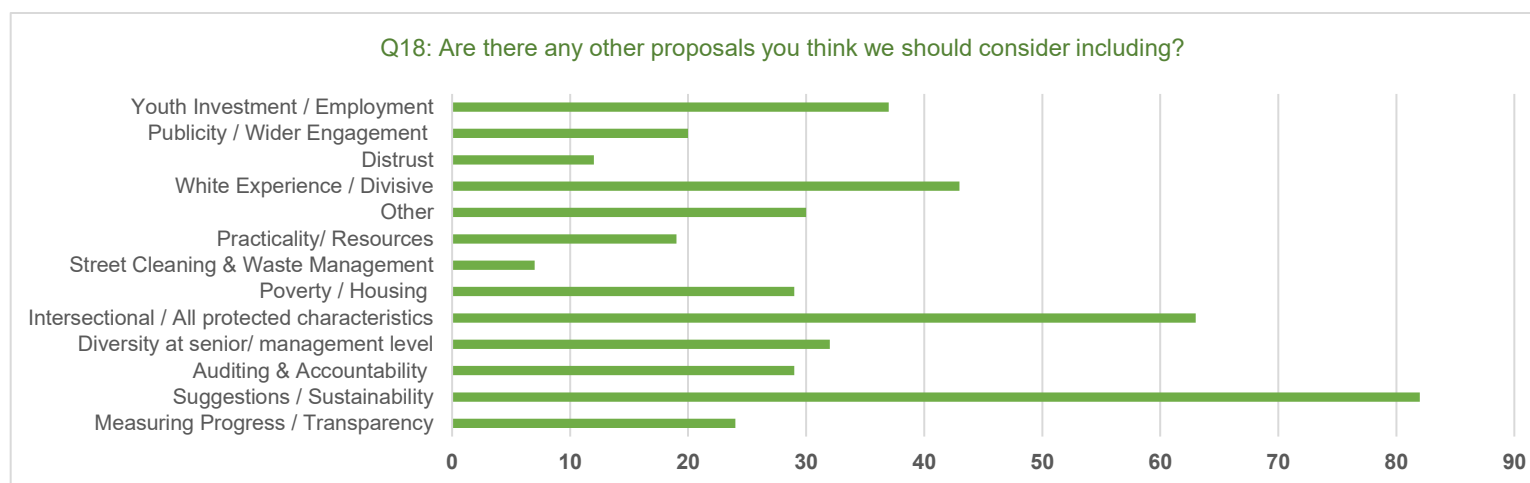
Figure 18. Responses to Question 18 by additional feedback grouped by themes.

- Robust Equalities Team should sit at the core of the City Council and act as an independent body that serves and supports the whole council.
- Clarity needed on what qualifies as a disadvantaged group
- Using evidence-based measures to justify policy direction, could help to combat negative reactions to the policy measures. Need transparent, data driven assessment of progress against these equalities' benchmarks.
- More reference to mental health provision and direct impact on inequalities on minority groups.

- Worth noting a key theme across the responses is the cleanliness of streets, need to work with local communities to take pride in and protect their local areas e.g. the streets of Sutton Coldfield are cleaner compared to Saltley (affluent white areas v. lesser affluent minority areas); the threat of gentrification to Gay Village (Southside) erasing the LGBT+ community in this area.
- Diversity should be celebrated in all forms. Need proposals which have a greater focus on other protected characteristics (gender, sexual orientation etc.) and applying an intersectional lens where resources allow.
- Increasing focus of cost of living, affordability of housing and quality of housing.
- Youth Executive Board for young people to influence and steer policy
- Produce documents in accessible English and a variety of languages.
- Investments in social safety net (further contribution to reducing poverty gaps).
- Proposals need to expand upon their sustainability.
- Each element of the proposal needs to be expanded upon in further consultation
- Draw linkages between the different forms of oppression and how its overall impacts class and quality of life
- Need to acknowledge impact of the work conducted on white working class in further plans and reports
- Celebration day in the city centre to celebrate the city's diverse communities.
- Head of services in the council should be held accountable for the recruitment processes in their service areas and more conversations around workplace dynamics in BCC.
- This could create further divisions between groups if white minorities such as the working class and the Irish community are not adequately factored in.
- Social value of partnerships with local grassroots organisations
- GR5 Positions and above in HR do not have enough Black, Asian and Minority Ethnic candidates
- Faith speech in the city centre needs to be tightly regulated to ensure hate and divisive speech isn't being promoted.
- Black, Asian and Minority Ethnic staff need to be further consulted as the relationship between leadership and minority staff has broken down, there have been previous proposals akin to these and there was no conversation regarding progress continued.
- Ensuring there are Value for Money checkmarks
- School cultural exchanges (school children in Handsworth and Kingstanding swap places)
- Tackling hate crimes more systematically and improve upon community safety
- Not enough publicity about this proposal and consultation
- Prioritise local jobs for local people
- Blind applications in recruitment to increase fairness

Appendix 1. Profile of Survey Respondents

Age (Years)	% of total
Under 18	1%
18 to 24	10%
25 to 34	22%
35 to 44	23%
45 to 54	19%
55 to 64	16%
65 to 74	5%
75+	1%
Not Answered / Prefer not to say	3%
Total	**100%**

Gender	% of total
Female	53%
Male	34%
Not Answered / Prefer not to say	13%
Total	**100%**

Ethnicity	% of total
Asian / Asian British	18%
Black / African / Caribbean / Black British	11%
Mixed / multiple ethnic groups	9%
Other Ethnic group	2%
White	59%
Not Answered / Prefer not to say	1%
Total	**100%**

Religion	% of total
Buddhist	1%
Christian	22%
Hindu	1%
Jewish	0%
Muslim	10%
Sikh	3%
No Religion	32%
Not Answered / Prefer not to say	28%
Other	2%
Total	**100%**

Disability (physical/mental) - lasting or expecting to last for 12 months or more	% of Total
No	59%
Yes	25%
Prefer not to say / not answered	16%
Total	**100%**

Appendix 2: Social Media Engagement
Birmingham City Council Tackling Inequalities: Updates Media (*Birmingham Updates)* Campaign

RESULTS TOTAL

The data below shows how the social media campaign (2-11 December 2020), produced in partnership with Birmingham Updates, reached audiences – and achieving an overall engagement rate of 3.36 per cent (anything above 2 per cent is considered good).

The majority of this was achieved through Facebook (4 per cent) and Twitter (1.99 per cent).

Engagement rate for all social content referenced in tables below has been calculated as follows:
(Total engagement + total link clicks) ÷ total impressions = engagement rate

CHANNEL	TOTAL IMPRESSIONS	TOTAL REACH	TOTAL VIDEO VIEWS	TOTAL ENGAGEMENT	TOTAL LINK CLINKS	ENGAGEMENT RATE
FACEBOOK	343,589	269,538	24,687	874	12,868	4.00%
INSTAGRAM*	86,453	67,052	25,305	1,264	0	1.46%
TWITTER	85,476	85,476	1,712	1,225	477	1.99%
TOTAL	**493,357**	**398,305**	**37,496**	**3,242**	**13,345**	**3.36%**
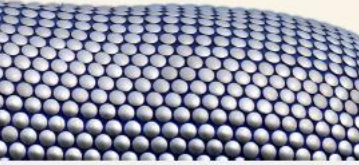
*Instagram results doesn't include shares on the post due to Instagram privacy changes

CONTENT

Two carousel and two video posts were shared by Birmingham Updates to encourage young people to take part in the Tackling Inequalities consultation between 2 December and 11 December 2020.

The data in the tables reveals how widely the audience on different social media channels – Facebook, Instagram and Twitter – engaged with content aimed at driving them to take part in the Everyone's Battle, Everyone's Business consultation on Birmingham BeHeard.

NB: Instagram does not permit the use of live weblinks in posts, which is why there are no clicked links recorded for the platform in the tables below.

Diversity & Equality Carousel 1:
https://www.facebook.com/BhamUpdates/posts/3939123499471024

Diversity & Equality Carousel 2:
https://www.facebook.com/BhamUpdates/posts/3944344388948935

5 Person Interview:
https://www.facebook.com/BhamUpdates/posts/3925873997462641

Cllr Cotton Video:
https://www.facebook.com/BhamUpdates/posts/3950173578366016

RESULTS – CAROUSEL 1

CHANNEL	IMPRESSIONS	REACH	VIDEO VIEWS	ENGAGEMENT	LINK CLICKS	ENGAGEMENT RATE
FACEBOOK	135,951	93,839	0	337	3,836	3.07%
INSTAGRAM*	19,634	16,530	0	382	0	1.95%
TWITTER	36,993	36,993	0	405	288	1.87%
TOTAL	**192,578**	**147,362**	**0**	**1,124**	**4,124**	**2.73%**

*Instagram results doesn't include shares on the post due to Instagram privacy changes

RESULTS – Cllr Cotton Video

CHANNEL	IMPRESSIONS	REACH	VIDEO VIEWS	ENGAGEMENT	LINK CLICKS	ENGAGEMENT RATE
FACEBOOK	33,973	33,973	6,862	53	771	2.43%
INSTAGRAM*	8,550	8,041	2,544	46	0	0.54%
TWITTER	8,451	8,451	879	97	40	1.62%
TOTAL	**50,974**	**50,465**	**10,285**	**196**	**811**	**1.98%**

*Instagram results doesn't include shares on the post due to Instagram privacy changes

RESULTS – CAROUSEL 2

CHANNEL	IMPRESSIONS	REACH	VIDEO VIEWS	ENGAGEMENT	LINK CLICKS	ENGAGEMENT RATE
FACEBOOK	96,644	64,705	0	92	1,868	2.03%
INSTAGRAM*	14,278	11,679	0	317	0	2.22%
TWITTER	31,581	31,581	0	523	34	1.76%
TOTAL	**142,503**	**107,965**	**0**	**932**	**1,902**	**1.99%**

*Instagram results doesn't include shares on the post due to Instagram privacy changes

RESULTS – 5 PEOPLE INTERVIEW VIDEO

CHANNEL	IMPRESSIONS	REACH	VIDEO VIEWS	ENGAGEMENT	LINK CLICKS	ENGAGEMENT RATE
FACEBOOK	77,021	77,021	17,825	392	6,393	8.81%
INSTAGRAM*	43,991	30,802	22,761	519	0	1.18%
TWITTER	8,451	8,451	833	200	115	3.73%
TOTAL	**107,302**	**92,513**	**27,211**	**990**	**6,508**	**6.99%**

*Instagram results doesn't include shares on the post due to Instagram privacy changes

RESULTS - 5 People Interview Reel

CHANNEL	TOTAL VIEWS	TOTAL ENGAGEMENT
INSTAGRAM Reels	14,028	121
TOTAL	**14,028**	**121**

RESULTS - Facebook Ads

CHANNEL	TOTAL IMPRESSIONS	TOTAL LINK CLICKS
FACEBOOK	112,832	605
TOTAL	**112,832**	**605**

Glossary of Terms

Age

A person belonging to a specific age (e.g. 25 years old) or age range (e.g. 25 to 34, 55 to 64-year olds).

BAME (Black, Asian and Minority Ethnic Group)

"Black, Asian and Minority Ethnic" (BAME) is a term used in the UK to describe people from minority ethnic groups of non-white descent. This is used reference to experiences of racism or unfair treatment because of an individual's skin colour and/or ethnicity. It is important to note whilst this term is commonly used in British equalities literature, it is widely criticised for being bureaucratic and grouping together the experiences of different non-white minorities, e.g. Afro-Caribbean and Bangladeshi.

Development

Active efforts by an organisation to support the progression and growth of employees further than formal training. The Equality Act 2010 includes career progression and promotion as staff across protected characteristics groups being supported in occupying senior job roles and grades.

Disability

A physical or mental condition which has significant, long-term effects on how an individual can carry out their normal day-to-day activities. It is important to recognise that not all disabilities are physical or visible.

Discrimination

There are two main types which cover how a person can be discriminated against:

1. **Direct Discrimination**: Unfair treatment against a person specifically because of their protected characteristic. For example, making stereotypes about an individual because of the colour of their skin.

2. **Indirect Discrimination:** Conditions, circumstances and practices which disproportionately disadvantage groups with a protected characteristic, as compared to those who do not share that characteristic. For example, not having a ramp entrance in a place of work indirectly discriminates wheelchair bound employees and their ability to work.

Diversity

Valuing everyone as unique individual, embracing and celebrating differences and the value of these differences. Managing diversity successfully will help organisations to nurture creativity and innovation and taps into growth and improved competitiveness.

Equality

Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. It strengthens the law to help tackle discrimination and inequality.

Gender Reassignment
The process of transitioning from one gender to another. The individual does not need to undergo any medical or hormonal treatment or change their appearance. As soon as they identify and present as a woman/man they should be treated as such, using toilets and changing facilities accordingly.

Inclusion
Inclusion is the process of consciously responding to the diverse needs of all individuals in an organisation or environment through considering their needs in major changes, facilitating their development and participation, and creating policies to punish individuals who unfairly discriminate based on protected characteristics. Social exclusion is the outcome of multiple deprivation, which prevents individuals or groups from participating fully in the social, economic, and political life of the society in which they live.

Marriage and Civil Partnership
In the UK, marriage is recognised in the form of both civil and religious unions between individuals. Civil partners must be treated the same as married couples on a wide range of legal matters. In employment, civil partners must be treated no less favourably than married couples.

Monitoring
An analysis of equality data to examine if people with protected characteristics are being treated fairly, for example, monitoring the representation of women or disabled people in the workforce or at senior levels within organisations. Since 2013, the monitoring of all protected characteristics at application stage has been changed to compulsory fields, with the default set to "prefer not to say" for each.

Non-British White
Other white ethnicity categories are minority white groups within the UK, that can be subjected to unfair treatment. For example, Polish is considered a white minority in the UK.

Protected Characteristic
Grounds upon which discrimination is unlawful. The characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Race
A group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion or Belief
Religion is generally associated with beliefs, but belief includes philosophical beliefs including lack of belief (e.g. Atheism, environmentalism, vegetarianism, etc.). Generally, a belief should genuinely be held and affect your life choices or the way you live for it to be included in the definition.

Sex (Formerly referred to as gender)
Gender is the range of characteristics pertaining to, and differentiating between, femininity and masculinity. Depending on the context, these characteristics may include biological sex, sex-based social structures, or gender identity

Sexual Orientation

Sexual orientation is a protected characteristic relating to a person's sexual orientation towards people of:

1. The same sex as him or her (the person is a gay man or a lesbian).
2. The opposite sex from him or her (the person is heterosexual).
3. Both sexes (the person is bisexual).

Acknowledgments