

Policy and Sustainability Committee

10.00am, Tuesday, 21 March 2023

Edinburgh Slavery and Colonialism Legacy Review Implementation Group

Executive/routine Wards Council Commitments	Executive All
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1. Recommendations

- 1.1 It is recommended that Policy and Sustainability Committee:
 - 1.1.1 Approves the nomination of Irene Mosota as Chair of the independent Implementation Group;
 - 1.1.2 Notes that the Implementation Group will oversee delivery of the recommendations contained in the Edinburgh Slavery and Colonialism Legacy Review Report; and
 - 1.1.3 Notes the outline terms of reference for the Implementation Group, including its commitment to open and inclusive recruitment, governance, resourcing and reporting arrangements.

Paul Lawrence

Executive Director of Place

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Edinburgh Slavery and Colonialism Legacy Review Implementation Group

2. Executive Summary

- 2.1 This report provides information about the proposed composition, remit and governance arrangements of the Edinburgh Slavery and Colonialism Legacy Implementation Group and seeks approval to appoint Irene Mosota as Chair.

3. Background

- 3.1 On [30 August 2022](#), Policy and Sustainability Committee endorsed the report produced by the independent Edinburgh Slavery and Colonialism Legacy Review Group, which was chaired by Sir Geoff Palmer, which operated over an 18 month period between December 2020 and July 2022.
- 3.2 The Review Group report included a set of 10 recommendations featuring both short and long term measures to reframe the heritage and articulate ways in which education, interpretation and cultural interventions will be used as anti-racist tools to fight discrimination in Edinburgh, which is the legacy of these historic links.
- 3.3 The first recommendation, for the Council to publicly acknowledge the city's past role in sustaining slavery and colonialism and to issue an apology to those places and people who suffered, has been actioned. The Lord Provost opened the Council meeting on 27 October 2022 with an apology on behalf of the city.
- 3.4 In order to ensure the other approved recommendations are actioned, resourced and monitored, and that progress is reported annually, a further recommendation was for an independent group to be established, supported by the Council, to liaise with stakeholders and oversee this work. This report sets out how this will be achieved.

4. Main report

Implementation Group Chair

- 4.1 It is proposed that Irene Mosota be invited to chair the Implementation Group. Ms Mosota is an Edinburgh-based social enterprise practitioner with experience in delivering a variety of social projects and campaigns, and is founder and managing director of Knowledge Bridge, which supports organisations to translate equity, diversity and inclusion (EDI), and sustainability strategies into meaningful action, change and impact.
- 4.2 Ms Mosota has specialist expertise in stakeholder management, as well as skills in change management and research. Her experience includes providing focused leadership in cross-cultural intelligence within organisations and communities. She is a Fellow of the Royal Society for the Improvement of Arts (RSA) and is on the board of Social Enterprise Scotland.
- 4.3 Ms Mosota was a member of the independent Edinburgh Slavery and Colonialism Legacy Review Group and contributed extensively to that process.

Implementation Group Terms of Reference

- 4.4 Draft terms reference are appended to this report outlining the composition, remit, governance, resourcing and reporting mechanisms suggested for use by the Implementation Group.
- 4.5 These will be reviewed and final version agreed at the Group's inaugural meeting.

5. Financial impact

- 5.2 An annual enabling budget is available to support member participation, however detailed capacity and funding requirements will be assessed by the Implementation Group for delivery of each of the individual projects emerging from the recommendations.
- 5.2 Where these cannot be contained within departmental budgets, Council officers will bring forward reports to the appropriate Committee to seek approval to progress with implementation.
- 5.3 Responsibility to also secure external funding to enact individual projects is part of the Implementation Group's remit.

6. Stakeholder/Community Impact

- 6.1 The work of the Implementation Group aligns with the Inclusive Communities theme of the Council's [Equality and Diversity Framework 2021 to 2025](#). It addresses the need for safe, welcoming and more inclusive communities, enhancing the equality and diversity of our city.

7. Background reading/external references

- 7.1 Response to Motion – Black Lives Matter, Policy and Sustainability dated [23 July 2020](#).
- 8.2 [Equality and diversity framework 2021 to 2025 – The City of Edinburgh Council](#).
- 8.3 Edinburgh Slavery and Colonialism Legacy Review interim committee report – Policy and Sustainability dated [20 June 2021](#).
- 8.4 Edinburgh Slavery and Colonialism Legacy Review Report and Recommendations – Policy and Sustainability Committee dated [30 August 2022](#).

8. Appendices

- 9.1 Appendix 1 - Draft Terms of Reference for the Edinburgh Slavery and Colonialism Legacy Review Implementation Group (February 2023)

Edinburgh Slavery and Colonialism Legacy Review Implementation Group DRAFT Terms of Reference

Background

At its 30 August 2022 meeting, the City of Edinburgh Council's Policy and Sustainability Committee endorsed the report produced by the independent Edinburgh Slavery and Colonialism Legacy Review (ESCLR) Group chaired by Sir Geoff Palmer over 18 months between December 2020 and July 2022:

<https://democracy.edinburgh.gov.uk/documents/s48188/Item%207.11%20-%20Edinburgh%20Slavery%20and%20Colonialism%20Legacy%20Review%20Report%20and%20Recommendations.pdf>

It includes a set of 10 recommendations featuring both short and long term measures to reframe the heritage and articulate ways in which education, interpretation and cultural interventions and partnerships will be used as anti-racist tools to fight discrimination in Edinburgh, which is the legacy of these historic links.

The first recommendation, for the Council to publicly acknowledge the city's past role in sustaining slavery and colonialism and to issue an apology to those places and people who suffered, has been actioned. The Lord Provost opened the Council meeting on 27 October 2022 with an apology on behalf of the city.

To ensure the other approved recommendations are actioned, resourced and monitored, and that progress is reported annually, a further recommendation was for an independent group to be established, supported by the Council to liaise with stakeholders as required and to oversee this work.

These draft terms of reference are intended for review and agreement by that Group, to be known as the Edinburgh Slavery and Colonialism Legacy Review Implementation Group.

Group Membership and Recruitment

The Council's Policy and Sustainability Committee will approve a Chairperson for the Implementation Group on recommendation of its Corporate Leadership Team.

The Group will have strong representation from people of Black and Minority Ethnic heritage, and current expertise or background in the areas that the recommendations focus on i.e. Education, Equalities, Culture, Heritage Interpretation, and project management and fundraising skills.

All members are expected to be from, live or work in Edinburgh and a commitment is in place to ensure young people are involved.

Recruitment will be through an inclusive, open call process and the Chair will decide on final composition with input from the Council Leader. Membership will be on a non-remunerated, voluntary basis. An out of pocket expenses scheme is available to combat financial barriers to member participation. Members of the Group will be asked to commit to a two-year term initially with option to extend following discussion with the Chair.

Group Lifespan

The Implementation Group will be convened in May 2023. A delivery plan will be agreed identifying priority actions and suggesting timescales required to deliver the ESCLR recommendations. It is anticipated that a minimum of five years may be needed to achieve this.

Remit and Reporting

The purpose of the Implementation Group is to oversee the actioning of the ESCLR report recommendations. This will require:

- Creation of a prioritised delivery plan to include expected costs and timescales for each recommendation.
- Liaison with Council staff and a variety of stakeholders to ensure positive community impacts, effective use of resources and the sharing of expertise and information.
- Identification of funds and resources required to implement the delivery plan.
- Creation of a communications plan and regular, supported media briefings by the Chair.
- An annual report on progress to the Council's Policy and Sustainability Committee.

The anticipated outputs of the Review are:

- A series of projects to ensure the ESCLR recommendations are developed into achievable, impactful and measurable actions.
- Annual progress reports to Council and a final report summarising the Group's achievements.

Working Methods and Timetable

Implementation Group members will meet initially to explore the scope of the remit, decide priorities for their attention, create and execute a measurable plan for this work. A number of discrete short life working groups may then be established to undertake specific tasks or specialist work, and additional people may be co-opted onto those as required.

The Group may wish to commission research and/ or organise public consultations, listening exercises or workshop to hear the voices, concerns and interests of Edinburgh citizens on the matters arising.

It is anticipated that the Group will work collaboratively with organisations, businesses and individuals across Edinburgh and beyond which are reflecting and acting on their own responsibilities in response to the legacy of slavery and colonialism and resulting effects of racism and inequality. Council officers will support stakeholders to share relevant plans and information to enable collaboration.

Meetings are expected to be held twice yearly, virtually on Teams or in person (format and dates are to be decided). Supplementary meetings and/ or email communications may be required between main meetings to progress specific actions.

Resourcing

The Council will provide dedicated officer, secretariat and communications support, and specialist input from staff in relevant departments as required.

An annual enabling budget is available to support member participation, however detailed capacity and funding requirements will be assessed by the Implementation Group for each of the individual projects emerging from the recommendations.

Where these cannot be contained within the Council's departmental budgets, or the budgets of project partners, reports will be brought to the appropriate Committee within Council to seek approval to progress with implementation.

Responsibility to also secure external funding to enact individual projects is part of the Implementation Group's remit.

Safeguarding

The Council is committed to providing support and advice for all Group members to ensure their wellbeing and safety in undertaking this work.

The Chair will undertake an annual assessment with members to understand their needs and make sure appropriate resources are provided. This will be reviewed regularly, and adjustments made as required.