

## Agenda item 5

For decision – to adopt and promote the Anti Racist Charter championed by Frome ARC.  
Author: Hannah Stopford, Community Partnerships and Development Manager; Emily Osler, Community Engagement Officer

### Summary (incl. recommendations)

Frome Anti Racist Communities (Frome ARC), prompted by experiences of racism locally, have developed an Anti-Racist Charter that calls on local organisations, businesses and venues to commit to and help publicise a town wide approach to tackling racism. This aligns with our Council Aims and Equality Duty objectives and the recommendation is for FTC to adopt and promote the Charter.

## Background

Frome Anti Racist Communities is a local campaigning and education organisation that was set up in response to the lived experience of residents of racism in the town. They have supported individuals and lead educational activities. They work in partnership with other anti-racist groups across Somerset, as well as organisations Thrive, Community Voices Forum (Somerset Council) and Stand Against Racism and Inequality (SARI). Most recently they worked with SARI <https://saricharity.org.uk/> to deliver training sessions that were well attended by Councillors and a wide range of local organisations, community groups, businesses and venues. SARI have used this session as an example of good practice in collaborative working between SARI, community organisations and a Town Council.

The group is volunteer led and organised but has had support from Engagement Officer Emily Osler and a small Mayor's grant. They are working with Children and Young People's Officer, Melody Hunter-Evans to deliver a schools specific training event in the autumn, with 6 schools already signed up. Through supporting the work of Frome ARC, FTC has made strong links with SARI and have taken advantage of wider network of support and training through their SARI Champion scheme, with Emily as the key contact for that network.

## Anti Racist Charter

Frome ARC is encouraging all venues, businesses and organisations to adopt the charter that they have developed, see the poster at [Appendix 5.1 that incorporate the charter which can be viewed on the website here](#). They would like FTC to adopt this charter and to promote and share it. The text of the charter is as follows:

- We know that racist attitudes, speech and behaviour cause deep hurt and distress. We will not tolerate racism in our organisation.
- We will take every opportunity to speak out and join in with town-wide efforts to oppose and challenge racism.
- We will help others in Frome to address racism and call out racist behaviour and discrimination.

- Racism and racist comments are illegal in the UK, and we will play our part by reporting any hate crime to either the police or SARI.

## Wider context

Community Wellbeing is a core priority for FTC and our aim is: To grow a strong, connected, and resilient community where everyone feels they belong, our most vulnerable residents are supported, and people receive help before reaching crisis point.

As part of improving and embedding Equality, Diversity and Inclusion (EDI) at FTC, this year we adopted two interim equality objectives:

- to strengthen our approach to understanding equality impacts in decision making
- to develop an equalities action plan to bring together our work and aspirations in this area.

Part of this includes the development of an Equalities Impact Assessment tool to be used for consideration of projects and policies, currently being trialled and refined.

As our EDI approach is developed in these ways, support for this initiative can be held under a strategic umbrella alongside other important work such as Council of Sanctuary, White Ribbon, accessibility of open and public spaces, etc.

Adopting and promoting the charter aligns with our Public Sector Equality duties, specifically: to eliminate discrimination, harassment and victimisation and to foster good relations between groups.

|                                                      |                                                                                                                                                                                        |
|------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Other options considered                             | None                                                                                                                                                                                   |
| Key considerations for the Council                   | We will be committing to displaying and promoting the charter and posters.                                                                                                             |
| Consultation and feedback                            | This is an initiative from a grassroots organisation in response to lived experiences.                                                                                                 |
| Links to Council Plan and Medium-Term Financial Plan | Grow a strong, connected, and resilient community where everyone feels they belong, our most vulnerable residents are supported, and people receive help before reaching crisis point. |
| Financial and Risk Implications                      | No costs or risks                                                                                                                                                                      |
| Legal / HR Implications                              | n/a                                                                                                                                                                                    |
| Equalities Implications                              | Helps us to meet our Public Sector Equality duty objectives. Town wide adoption will have positive impact on equalities in Frome.                                                      |
| Community Safety Implications                        | Town Wide adoption aims to make Frome feel safer and more welcoming for all.                                                                                                           |
| Climate Change and Sustainability Implications       | None                                                                                                                                                                                   |
| Health and Safety Implications                       | None                                                                                                                                                                                   |
| Constitutional Requirements                          | Na                                                                                                                                                                                     |

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|-------------------|---------------------------------------|
| Background Papers | n/a                                   |
| Report Sign-Off   | Peter Wheelhouse, Town Clerk 30/07/26 |

**Recommendation**

1. To adopt and promote the Frome Anti Racist Charter for organisations and venues.