

REPORT OF THE REVIEW PANEL: Review of street or building names and monuments in the Stroud District



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1. Welcome

The Black Lives Matter protests in June 2020 rightly highlighted the on-going racial injustice and discrimination experienced by people across the world and here in the UK, as well as bringing a renewed focus on the appropriateness of public commemorations of people and events from history, who and what they represent, and their relevance to today. In response to this, Stroud District Council was one of the first of many councils in the UK to commit to a review of monuments, buildings and street names in the district to ensure they represent our area's inclusive values.

Our review, launched in July 2021, specifically sought views on the Blackboy Clock and Statue, an object made at the height of the Transatlantic slave trade, and Blackboy House, the building it is situated on, as concerns about the appropriateness of the statue and requests for its removal had already been received by the Council. The review also asked for people's suggestions as to what needed reviewing within the district, alongside what they think should be commemorated in the future.

It has been an honour to work alongside all of the Review Panel members over the last few months. A great deal of our time has been committed to researching, analysing and debating evidence on the origins of the Blackboy Clock and Statue, as well as researching other recommendations for reviewing or commemoration that we received, making sure to carefully consider all responses.

The Review Panel recognised the sensitivity and complexity around the debate about public commemorations and what they represent to different people, and we saw the consultation as an opportunity for some of these conversations to both begin and continue. The public consultation was carried out so that everyone in the Stroud district could give their views if they wished to do so, and the 1,600-plus responses we received showed the strength of feeling about the subject.

This review was about listening to the experiences and views of people in our communities so that we can ensure that our public spaces are inclusive and welcoming places. It asked important questions about how the public realm can better represent the true history of our district and started a conversation about how we want to represent our district's heritage and values in the future. There is of course a lot more work still to be done to ensure that our communities and individuals are empowered to celebrate and share their history, heritage, culture, and identity. This will inevitably have a positive impact for the entire local community to flourish harmoniously in all walks of life.

I would like to thank everyone who has been involved in this important work, from those who took the time to respond to the consultation, the facilitation and support that has been provided by the council and all the Review Panel members for their commitment and dedication.

Cllr. Natalie Bennett

Cllr Natalie Bennett, Chair of the Review Panel

2. Executive summary and recommendations of the Review Panel

The purpose of this review was to ensure that the diversity of our communities is appropriately reflected in the public realm and to receive representations, assess evidence and ascertain causes for concern or links to the transatlantic slave trade and colonialism relating to statues, monuments, street names and building names within the Stroud district. A Review Panel including community representatives, historians, academics, councillors and officers of the council was established to undertake the review and make the recommendations set out in this report.

To inform the review, a public consultation was held in the summer of 2021 asking for suggestions of streets, buildings or monuments to be reviewed. The consultation was also an opportunity to uncover untold stories of people and communities that have contributed to shaping our district and to consider how these could be recognised and commemorated. In 2020, the council was also asked to review Blackboy Clock and Statue situated on a privately owned Grade II listed building on Castle Street, Stroud. A report on the significance of the statue was prepared by the council and published with the consultation. The survey asked respondents to describe in three words how the statue made them feel and what they think should happen to the statue.

Over 1,600 responses to the consultation were received and an analysis of the survey responses can be found at Appendix A and should be read alongside this report. The key findings from the survey were:

- 78.6% of respondents felt the Blackboy Statue should be removed
- 58.6% felt the Blackboy Statue should be relocated to a museum
- 22.4% felt the Blackboy Statue should remain where it is
- A broad spread of individuals/groups to potentially commemorate were suggested
- The consultation did not identify any individuals who were central to the Transatlantic slave trade as having been commemorated in the district

In determining the recommendations, the Review Panel carefully researched, analysed, and debated the responses received over a series of monthly meetings between September 2021 and March 2022. The survey responses made clear that the Blackboy Statue causes considerable offence and is not appropriate to be on display in the public realm without any contextualisation. The Panel concluded that the Blackboy Clock and Statue should be removed but it should not be hidden from the public and should instead, be put in a place where an interpretation is available to provide learning and education so that we can continue to challenge what is no longer acceptable, to provoke thinking and to demonstrate that change is needed.

Evidence on the origin of the Blackboy Clock and Statue was considered along with the significant planning considerations and cost implications that would be involved in the removal of a statue situated on a privately owned Grade II listed building. In January 2021, new laws were announced around items of cultural and historic heritage making clear that historic monuments should be retained and explained and an application for removal would be subject to complex challenges in the legal and planning processes involving Stroud District Council, Historic England and the Secretary of State for the Department for Levelling Up, Housing and Communities.

Consultation was held with the residents and owners of Blackboy House, and it only recently came to light that the clock and statue were placed into The Blackboy Clock Trust twenty years ago in order to apply for funding to restore the clock and statue. Following investigation, conversations have been held with the Trust, but this is an intricate matter and further conversations will need to take place.

When making the recommendation for the Blackboy Clock and Statue to be removed from the public realm, the Panel do not underestimate the difficulty of the process. Considerable time has been spent exploring the options and understanding the complexities of this recommendation. Removal is not guaranteed, and the Council has no power to remove the clock and statue without consent of the legal owner and listed building consent. To demonstrate the number of steps that need to be taken and the scenarios in which it may not be possible to proceed with the removal, an indicative process flow chart has been prepared and can be found at page 22 of this report.

The survey results and public debate regarding Blackboy Clock and Statue demonstrates that monuments and statues can mean different things to different people and the subject requires sensitive handling. The Panel shared its desire for people to understand our history through honest informative accounts and community-led approaches therefore, recommendations for removal are made together with recommendations to display, educate and ensure our communities have an opportunity to be involved.

The recommendations are as follows:

- 1. The council should consult with the legal owner of the Blackboy Clock and Statue to secure its removal. If removal is not possible, the council should work with the legal owner and other organisations including Historic England to secure a solution for the clock and statue:**
 - a. Delegated responsibility be given to the Strategic Director of Resources to consult with the legal owner of the Blackboy Clock and Statue to secure its removal. The indicative process outlined on page 22 of the Review Panel report to be followed as a guide.
 - b. A budget be allocated to support the removal and relocation of the clock and statue or alternative solution if required.
- 2. If listed building consent is received and the Blackboy Clock and Statue removed, the clock and statue are offered to The Museum in the Park collection:**
 - a. In accordance with the National Museum Standards, once an offer is made to The Museum in the Park, the decision to acquire or not rests with the Museum to consider against its Collections and Development Policy which guides acquisitions.
 - b. As set out in The Museum in the Park's Collection and Development Policy, the clock and statue cannot be offered to the Museum with any conditions attached.
 - c. The offer of either a loan or donation of an object can only be made by the legal owner and is subject to all necessary information being made available to the Museum for its consideration, as guided by the code of ethics of professional bodies such as the Museums Association and Institute of Conservation.
 - d. If the Museum in the Park are unable to accept the clock and statue, the reasons will be published on Stroud District Council's website.

- e. If the Museum in the Park are unable accept the clock and statue, the items will be offered in the following order to 1. The Museum of Gloucester or another museum within the County. 2. The International Slavery Museum, Liverpool. 3. The Clockmakers Museum, London (Science Museum).
- 3. Blackboy House is renamed:**
- a. The current owners and residents of Blackboy House to decide on an appropriate name of the address.
 - b. The owners and residents of Blackboy House to apply for the building to be renamed.
 - c. The council to pay for the name change (the current fee is £35.00) and provide copies of the official name change documentation to the owners of Blackboy House.
 - d. The council to provide practical help and support to the owners and compile a detailed checklist of the organisations that need to be informed.
 - e. The council will make *an ex gratia* payment £150.00 to each household of Blackboy House for any inconvenience the renaming may cause.
- 4. The council should undertake a review of the street name ‘Blackboys’, Dursley:**
- a. The council to consult with the residents of the eight properties with a ‘Blackboys’ address regarding a potential street name change.
 - b. The council to consult with Dursley Town Council regarding the consultation with the above addresses.
- 5. The council should progress with its plans for the physical restoration of the Anti-Slavery Arch, Paganhill and take into consideration its historic and tourism potential.**
- 6. A task force is established by the council:**
- a. To contextualise the statue and oversee the installation of an Information Plaque to be situated outside Blackboy House. The Information Plaque is intended to provide information regarding the clock and statue and include some details of this review. The Information Plaque should be erected regardless of whether the clock and statue are eventually removed, although the content will differ depending on the outcome.
 - b. To develop a community project for the commemoration of an individual, group of individuals or event suggested in the survey responses.
 - c. To consider how the Anti-Slavery Arch, its history and Stroud’s involvement in the Transatlantic slave trade and the abolition of slavery can form part of the community project.
 - d. The task force is to have no more than eight members and will include at least one member of the Review Panel. A recruitment exercise will be undertaken and members of the community and residents who live close to Blackboy House will be encouraged to apply. The task force will be supported by the council.
 - e. Recruitment of the task force should be undertaken by the council and members of the Review Panel.
 - f. Members of the task force (excluding council officers and councillors) should each be remunerated for their efforts the sum of £800.00 (estimated 40 hours work each). The remuneration to be paid across three instalments: 20% after the first meeting of the task force;

- 35% once the design and content of the Information Plaque have been agreed; and 35% upon completion of the community project.
- g. The task force to be allocated a budget of £10,000 to fund the necessary materials, professional design, and instalment of the Information Plaque and the community project to commemorate an individual, group of individuals or event suggested in the survey responses.
 - h. The budget allocated and any necessary procurement will be managed by the council.

7. The council's street naming protocol is reviewed to include:

- a. That street names will not be considered that may be construed, either in themselves or in association with particular political or historical occurrences, as discriminatory or offensive under the Equality Act 2010; or those which could be considered as 'not in the spirit' of this act, will not be considered.
- b. A consultation process to involve our communities in the selection of future street names with a particular aim to ensure future street names are inclusive and reflect diversity within the district and address any potential gender imbalance in the street names across the district.

8. The council's Cultural Strategy, which is currently in development, should:

- a. Empower communities and individuals to celebrate and share their history, heritage, culture, and identity.
- b. Focus on increasing representation of Black, Asian, and Ethnically diverse communities as well as those from a range of social and economic backgrounds.
- c. Celebrate aspects of the district's cultural and community diversity.
- d. Engage with local organisations to encourage and support the creation of work that demonstrates collaboration across a wide range of diverse backgrounds.

9. If approved, progress towards these recommendations should be reported to the council's Strategy and Resources Committee.

3. Background

The Black Lives Matter movement established itself worldwide in 2020 following the death of George Floyd, bringing to the world's attention important issues relating to ongoing racism. One important issue that arose from the movement was the appropriateness of commemoration of people and events from history and their relevance to today. This set in motion reviews in towns and cities across the UK focussing on local connections to the Transatlantic slave trade and colonialism and the ways these connections are memorialised in place names, statues and monuments.

On June 7th, 2020, during a Black Lives Matter protest, a statue of Edward Colston was toppled from its plinth and thrown into Bristol Harbour. This attracted public debate and international media attention and a joint statement issued on June 8th, 2020 by all four political group leaders of Stroud District Council reaffirmed the council's commitment to promoting equality and tackling discrimination. In a statement made to the Strategy and Resources Committee on June 18th, 2020, the Leader of Council outlined some specific actions for the Council to act on which included:

'Consult with the community on any street and building names, statues and architectural features that may be considered offensive and if actions need to be taken. And how we must consult on how best to educate

ourselves about our history, the local legacy of slavery, and the local historical contribution of Black, Asian and Minority Ethnic communities to our district.'

Following this, residents of the district raised concerns about an object called the Blackboy Clock on the front of Blackboy House, Castle Street, Stroud in terms of its appropriateness and called on the council to consider its removal. The council established a Review Panel to undertake a public consultation and review of streets, statues and monuments across the district and included Blackboy Clock as part of this review.

This review has provided an opportunity to reflect on what and who are represented, to challenge and question whether they are appropriate and to consider how we would want to represent the district's heritage and values for the future. This report presents an overview of the review and the findings and recommendations of the Review Panel.

4. Review Methodology

A number of local authorities and public bodies have conducted reviews of statues and streets within their local area over recent years and different models have been used to conduct these reviews. In November 2021, the University of Bristol published guidance for public bodies in '[Reviewing contested statues, memorials and place names](#)' to help councils deal with contested statues. Whilst the methodology for this review had already been put in place, the Review Panel spent time considering the guidance to understand if additions or alterations should be made to the process if necessary. The guidance informed that the methodology undertaken for this review was in line with some of the models presented.

The Guidance for Public Bodies presented the following three models of review:

- A descriptive audit – this consists of an audit of local memorials within the local area and assessment of whether they have any problematic histories.
- An evaluative review – this provides a values-based assessment of the findings and recommends a course of action such as adding new memorials, taking steps to formally acknowledge problematic histories and develop educational or artistic programming.
- A holistic approach – this approach strategically situates any audits or reviews within a wider programme of work such as projects to promote civic learning or address structural inequality.

The Guidance for Public Bodies describes the two types of evaluative reviews as 'contestation model' and 'hidden histories model'. A contestation model review focuses on one or more objects or figures linked to morally complicated history and recommends a way of acknowledging this history. A hidden histories model focuses on adding new commemorations and identifying hidden stories that should be celebrated. This review has followed a hybrid of the contestation and hidden histories model.

4.1 Design

The design stage included the establishment of the Review Panel initiated by the previous Chair of the Council's Equality, Diversity and Inclusion Working Group. Careful consideration was given to the membership of the Panel, the way the Panel was recruited and the terms of reference that directed their deliberations as set out in Section 5 of this report.

From the outset of the review, it was important that a community-led and inclusive approach was adopted. It was decided that our communities were best placed to inform of the memorials and commemorations that should be reviewed and therefore the review would be informed by a public consultation. As members of the public had already raised concerns about the Blackboy Clock statue, it was important for the consultation to ask specific questions regarding this statue.

The Panel also considered the demographics of the district noting that the population is becoming increasingly diverse with an increase of 64% in the Black and Minority Ethnic population between the 2001 census and the 2011 census.

Population by ethnic group	Number of people	% of population
Total Black and Ethnic Minority	2,353	2.1
Mixed/ Multiple Ethnic Group	1,216	1.1
Asian/Asian British	751	0.7
Black/ African/ Caribbean/ Black	260	0.2
Other Ethnic Group British	126	0.1
Total White	110,426	97.9
English/ Welsh/ Scottish / Northern Irish/ British	107,026	94.9
Irish	591	0.5
Gypsy or Irish Traveller	57	0.1
Other White	2,752	2.4

The review was an opportunity to affirm the public realm as a shared space and ensure the diversity of our history and communities is appropriately reflected, therefore the consultation would also ask for nominations of other names, particularly of unrepresented or underrepresented groups who should be celebrated.

4.2 Data collection

The data collection stage consisted of an 8-week public consultation in the summer of 2021 in which over 1,600 responses were received to the public survey. Following this, the Review Panel conducted their own research into the suggestions and individuals raised during the consultation.

The Review Panel also conducted a further consultation with the leaseholders and residents of Blackboy House to obtain their views on the clock and statue and has throughout the review been collecting evidence on the ownership of the clock and statue.

4.3 Deliberation

Across a series of monthly meetings from September 2021 until March 2022, the Panel carefully considered all responses and undertook additional research before making their recommendations. All recommendations made by the Review Panel were made unanimously.

The final stage of the review is to communicate decisions to the public and follow through with action.

5. The Review Panel

The Local Government Association produced an [advice note](#) to help councils undertake reviews such as this one. To establish a measure of objectivity within the Review Panel, the guidance advised that historians and academics should be included to help establish disputed facts, explore nuanced interpretations and make distinctions between history, heritage and 'the past'.

Careful consideration was given to the membership of the Panel and academics and historians were invited to take part. Three community representatives were recruited through an open application process, and applicants were provided with a detailed document outlining the purpose of the review and a role profile for panel members. The four applicants were shortlisted by the Council's Policy and Governance Manager and Senior HR Operations Partner, those shortlisted were interviewed by the Senior Operations Partner and the Chair of the Council's Equality, Diversity and Inclusion Working Group.

Applicants were asked to:

- outline their interest in the role, including any relevant experience
- demonstrate how they communicate effectively with a diverse range of people
- demonstrate their commitment to equality, diversity and inclusion issues
- demonstrate their ability to work well as part of a team

The interview questions included:

1. Can you tell us a little bit about yourself and why you have applied to be a community representative on the review panel?
2. Please share with us what equality, diversity and inclusion means to you and why they are important.
3. What is your approach to understanding the perspectives of other people from different backgrounds to you?
4. Can you tell us how you will make a positive contribution to the work the review panel will be undertaking?

Individuals appointed to the Review Panel were:

Cllr Natalie Bennett (Chair)	Member of the District Council's Equality, Diversity & Inclusion Working Group and Stroud District Councillor
Camilla Hale	Chair of Stroud Preservation Trust and Stroud Town Councillor
Dan Guthrie	Community Representative
Danae Savvidou	Community Representative
Elaine Gordon	Member of the Council's Equality, Diversity & Inclusion Working Group & Senior Operations Partner (HR, Stroud District Council)
Jane Hoskin	Community Representative
Kate Russell	Specialist Conservation Officer (Stroud District Council)
Stuart Butler	Historian and member of Radical Stroud

Participation in the review was on a voluntary basis and no fees or expenses were payable to the Chair or members of the Review Panel. Administrative support was provided by council officers from the Policy and Governance team.

The purpose of the Review Panel as set out in the Terms of Reference was to:

- Review all statues, buildings and street names within the Stroud District
- Consult widely with a range of individuals, organisations and history societies on the above
- Review consultation responses and prepare a report with recommendations
- Make any recommendations of action to the appropriate organisations or individuals
- Enable contributions from all groups of the protected characteristics and have a key focus on the issues around race highlighted by the Black Lives Matter Movement.
- Contribute to a balanced approach to ensure that the concerns of respondents to the consultation are taken into account
- Review how individuals have been and will be celebrated through street names, monuments, and public commemorations

6. Blackboy Clock and Statue

6.1 Significance of the Blackboy Clock and Statue

The Blackboy Clock and Statue is installed on Blackboy House, Castle Street, Stroud. In preparation for the public consultation and to provide the public with the known information and history of the clock and statue, the council prepared a [report](#) on the significance of Blackboy Clock and associated statue. As described in the report, the clock is an unusual example of a Jacquemart clock which is dated 1774, the Jack being a small Black boy holding a club striking a bell on the hour. The clock was designed by John Miles but the origins and inspiration for the design of the statue are unknown and there is a possibility that the statue was not actually carved by Miles. The clock and statue were originally set on the front of John Miles's shop on Kendrick Street, Stroud and then moved to the Duke of York pub in Nelson Street, Stroud before being bought by subscription and finally installed in a specially designed decorative niche on the front of the National School for Girls, now known as Blackboy House, Castle Street, Stroud.



Photo © [Brian Robert Marshall \(cc-by-sa/2.0\)](#)

6.2 Blackboy House and The Blackboy Clock Trust

Since 1974, Blackboy House has been listed as a Grade II building meaning it is a building of special interest, warranting every effort for preservation. The National Heritage List for England contains the following entry for Blackboy House:

1. CASTLE STREET 5227 (South Side) Stroud Teachers Centre, including railings to yard SO 8505 5/207
- II 2. 1844 Former Black Boy School. Ashlar, Pitched tile roof with coped gables on kneelers. Ashlar chimneys, 2 storeys. Mullion and transom windows and with hoodmoulds and diagonal iron glazing bars Octagonal clock; C18 figure of Black Boy striking bell on corbel table, pointed hood over. Iron railings with fleur-de-lys finials round school yard. Listing NGR: SO8537005031

The freehold of the building of Blackboy House was transferred to Blackboy House Management Company Limited consisting of five flats in the main building, there is also a separate Annexe at the rear of the property with a separate freehold title.

Blackboy House Management Company is responsible for maintaining the fabric of the building and each of the five flats. It was therefore assumed by the freeholders that they owned the clock and statue, however in January 2022 it was established that the clock and statue were placed into The Blackboy Clock Trust in 2002. The Trust was established to apply for a grant from Stroud Town Council to fund necessary repairs and restoration to the clock and statue.

Consultation held with Blackboy House Management Company and The Blackboy Clock Trust is set out in Section 8.1.

7. Public Consultation

The Review Panel agreed that a consultation process would be launched to allow for the residents of Stroud district and beyond to discuss commemorations within the public realm of the district. The Panel wanted to be informed by the public response rather than a desktop audit undertaken behind closed doors and it would be our communities who would inform which commemorations within the district should be reviewed.

The form of the consultation was discussed by the Review Panel along with the questions that should be asked and the Panel agreed that:

- Hearing from communities about what's important to them will help ensure that in future different histories and events are reflected. As a result, the questions invited consideration for future recognition of individuals or events that celebrate diversity and important events in our history, as well as asking about current statues, street and building names.
- Due to the requests already received by the council to remove the Blackboy Clock and Statue, a comprehensive report detailing its history and what is known should be published with the survey and consultation documents, and the survey would ask the public to tell us what they think and feel about the Blackboy Clock and Statue.
- The Panel agreed that whilst it may require further work to analyse the responses, the survey should include open-ended questions to allow for free-form answers and comment boxes should be provided for any closed questions to allow the responder to expand on their answers. It was also important that the options on any next steps should be left open.

The consultation ran from Wednesday 7 July 2021 to Wednesday 1 September 2021, and was launched via a Press release which included the [Report on the Significance of Blackboy Clock and associated Statue](#).

A long list of organisations who were consulted and encouraged to respond to the consultation is attached at Appendix B. The consultation was widely promoted within the district and on local radio with articles published in the [Stroud News and Journal](#) as well as the national press, with articles published by the [BBC](#), [The Guardian](#), and [The Daily Mail](#) (Mail Online) amongst others, contributing to the debate to improve inclusivity and representation of Black, Asian and Minority Ethnic communities within the public realm across the Country.

The consultation process allowed for discussion and meaningful debate and many submissions from both sides of the debate were well thought out and constructive. Unfortunately, there were times during the consultation when members of the Review Panel were subjected to personal attacks on social media. The Panel were keen to ensure that this issue was debated and therefore did not intervene when they were personally named and criticised in some social media posts. Instead, they continued to promote the consultation to encourage understanding between people with different viewpoints rather than to avoid debate altogether. During this time, Panel Members closely supported each other, and additional support was provided by the council. At no point did the Panel support the aggressive or frightening comments directed at them or anyone else in response to the consultation. The consultation was a positive action to

address concerns of members of the public and to provide an opportunity to discuss and find a way to move forward, it was not about causing, or stoking division.

8. Findings and recommendations

The consultation ended on the 1 September 2021 and 1,680 responses were received via the online survey. A small number of emails and a letter from the Black South West Network were also received.

Responses were diverse and generally well considered. Most responses were received from people who lived or worked within the district with 216 responses from those with no connection to the district indicating the wider conversation regarding the Blackboy Clock and Statue.

The Survey Response Analysis attached at Appendix A includes visual representations in the form of word clouds and other analytics. All the responses regarding what should happen to the clock and statue were categorised into broader themes, based on the comments made. The Survey Analysis and accompanying excel spreadsheet containing all the responses were carefully considered by the Review Panel.

The key findings from the survey were:

- 78.6% of respondents felt the Blackboy statue should be removed
 - 58.6% felt the Blackboy statue should be relocated to a museum
 - 22.5% felt the Blackboy statue should remain where it is
 - A broad spread of individuals/groups to potentially commemorate were suggested
 - The consultation did not identify any individuals who were central to the Transatlantic slave trade as having been commemorated in the district.

8.1 Blackboy Clock and Statue

8.1.1 Survey Responses

In reference to Blackboy Clock and Statue, the survey invited respondents to choose three words that best described how the statue makes them feel. The results were analysed and can be found at Appendix A. Of the words used, 440 were found to be negative words and 71 were positive. The word cloud below shows the most frequent words used, the larger the word, the greater number of responses in which this word appeared.



When asked what should happen to the statue, the responses were placed into the following four categories:

A. Remain in Situ
370 (22.49%)

B. Relocate to a museum
962 (58.60%)

C. Destroy
329 (20%)

D. Abstain
30 (1.82%)

(The figures for the percentages above will not equal 100%, as some of the responses received offered more than one suggestion for what they believed should happen to the statue. Therefore, some responses would have received two difference categorisations for one response.)

The letter from the Black South West Network indicated support for the review and removal of the Blackboy Statue stating: 'We commend the Council for its enlightened decision to set up a consultative committee to consider the appropriateness in a modern context of the statues, street names and public commemoration in Stroud and hope that the result of the consultation on the issue of the Blackboy Clock will result in its removal to the Museum in the Park' further adding 'that there may be obstacles to overcome if the Blackboy Clock is removed because the building is listed but we would encourage the Council to grasp the nettle and get consent for its removal'. The letter was supported by Bristol Somali Resource Centre, Bath Anti-Racism Collective and Plymouth and Devon Race Equality Council.

8.1.2 Review Panel Recommendations

In determining the recommendations, the Review Panel have not only assessed the clock and statue itself and the time in which it was made but have assessed the role of the public realm in reflecting present day values of inclusivity in the district. Stroud district is not alone in this reassessment of similar objects to the clock and statue, such as a sundial incorporating a kneeling Black man on the grounds of National Trust property at Dunham Massey Hall (which has been removed by them) and an arch featuring the bust of a Black head in Ashbourne, have also been re-examined by the bodies responsible for them in recent months.

The survey responses to question two, asking for people's feelings about the statue, made clear that the object causes pain and offence, with words like 'uncomfortable', 'disgusted' and 'upset' occurring frequently. In response to question three, asking for people's thoughts on what should happen to the clock and statue, the strongest call was for removal (78.6%), and 58.6% of those said that they should be relocated to a museum, with many questioning the appropriateness of their current location and pointing out the lack of contextual information provided alongside them.

A fifth of the responses to question three advocated for the destruction of the clock and statue, however this option was ruled out as being unfeasible by the Panel. Of those who wanted the clock and statue to remain in situ (22.5%), most indicated a worry about the erasing of history if they were moved, a third of them wanted new contextual information to be added alongside, so that the public could learn more about them in their current location.

When making their decisions, the Review Panel paid particular attention to the weighing up of the physical harm to the Blackboy House building versus the wider public benefit that could come from the clock and statue's relocation, as mentioned in [Historic England's Checklist to Help Local Authorities Deal With Contested Heritage Decisions](#). Based on the responses to the consultation and the strength of feeling that the statue should not remain where it is because of how it depicts a black person, the Panel concluded that the Blackboy Statue is visually offensive and should not be kept in situ, therefore the public benefit in its removal does outweigh the potential physical harm to the building.

Whilst the Black Boy Clock and Statue remaining in its present position is not recommended, the Panel nevertheless believes that the clock and statue should not be hidden away from the public but should be re-displayed with detailed interpretation in a place that provides learning and education, so that we can continue to challenge what is no longer acceptable, provoke thinking and demonstrate that change is needed. The Review Panel strongly believe that locality would be of great importance to this relocation, so that the object can be used as an educational resource within the district, with many responses specifying the Museum in the Park as an ideal location.

For that reason, the Review Panel have selected the Museum in the Park as the first place that the clock and statue are to be offered to for relocation; if the Museum in the Park are unable to take them, the Review Panel have identified other museums, specialising in the history of Gloucestershire, the transatlantic slave trade and clockmaking respectively, that they could be offered to instead.

72% of the respondents to question 4 said that the Blackboy House building should be renamed, and in accordance with this, the Review Panel believe that a new name should be chosen by the owners and residents, with support from the District Council in undertaking the renaming process.

- 1. The Council should consult with the legal owner of the Blackboy Clock and Statue to secure its removal. If removal is not possible, the council should work with the legal owner and other organisations including Historic England to secure a solution for the clock and statue:**
 - a. Delegated responsibility be given to the Strategic Director of Resources to consult with the legal owner of the Blackboy Clock and Statue to secure its removal. The indicative process outlined on page 22 of the Review Panel report to be followed as a guide.
 - b. A budget be allocated to support the removal and relocation of the clock and statue or alternative solution if required.
- 2. If listed building consent is received and the Blackboy Clock and Statue removed, the clock and statue are offered to The Museum in the Park collection:**
 - a. In accordance with the National Museum Standards, once an offer is made to The Museum in the Park, the decision to acquire or not rests with the Museum to consider against its Collections and Development Policy which guides acquisitions.
 - b. As set out in The Museum in the Park's Collection and Development Policy, the clock and statue cannot be offered to the Museum with any conditions attached.
 - c. The offer of either a loan or donation of an object can only be made by the legal owner and is subject to all necessary information being made available to the Museum for its consideration,

as guided by the code of ethics of professional bodies such as the Museums Association and Institute of Conservation.

- d. If the Museum in the Park are unable to accept the clock and statue, the reasons will be published on Stroud District Council's website.
- e. If the Museum in the Park are unable to accept the clock and statue, the items will be offered in the following order to 1. The Museum of Gloucester or another museum within the County. 2. The International Slavery Museum, Liverpool. 3. The Clockmakers Museum, London (Science Museum).

3. Blackboy House is renamed:

- a. The current owners and residents of Blackboy House to decide on an appropriate name of the address.
- b. The owners and residents of Blackboy House to apply for the building to be renamed.
- c. The council to pay for the name change (the current fee is £35.00) and provide copies of the official name change documentation to the owners of Blackboy House.
- d. The council to provide practical help and support to the owners and compile a detailed checklist of the organisations that need to be informed
- e. The council will make an *ex gratia* payment of £150.00 to each household of Blackboy House for any inconvenience the renaming may cause.

A further recommendation set out in full in Section 8.3.2 below outlines the recommendation for a task force to undertake the contextualisation of the Blackboy Clock and Statue

The Panel Members have considered the significant planning and heritage considerations and cost implications involved in the removal of a statue situated on a Grade II listed building. An application for removal would be subject to complex challenges in the legal and planning processes, involving Stroud District Council, Historic England and the Secretary of State for the Department for Levelling Up, Housing and Communities.

Set out below are the details of the additional consultation conducted by the Review Panel and the process that would need to be followed to secure the removal of the clock and statue.

8.1.3 Consultation with the owners of Blackboy House

Blackboy House residents have been consulted throughout the review, beginning when the Review Panel was first established and before the public consultation was launched. Communication has predominantly been between the council and the Secretary of Blackboy House Ltd who is also one of the leaseholders of Blackboy House. The Review Panel and the council extend their sincere thanks to all the leaseholders and Secretary for their collaboration with the review, information provided throughout the process and for allowing access to the property to undertake a survey of the clock and statue to ascertain estimated costs for removal.

All leaseholders and residents of Blackboy House have been understanding of the review despite being concerned about damage to their property and media and public attention directly outside their home during the consultation period.

A separate consultation was held with the leaseholders and residents in December 2021. This was held when the leaseholders believed they were the legal owners of Blackboy Clock and Statue. All five leaseholders that make up Blackboy House Ltd responded to the survey as well as the Annex attached to Blackboy House and a summary of their responses is as follows:

QUESTION	RESPONSES
1. Do you support the Panel's draft recommendation that the statue should be removed?	5 responses indicated support for removal of the statue but 2 of these objected to the clock being removed as well. The final response was 'in two minds' but stated that if it is causing offence then maybe it should be replaced.
2. Do you support the Panel's draft recommendation that the clock and statue should be removed as one?	2 responses were against the removal of the clock. 4 responses supported that the clock and statue should be removed together and two of these stated that the clock should be replaced.
3. If you do support the draft recommendation for the removal of the clock and statue, do you think they should be on public display in a museum?	1 response stated that the statue should be placed in a museum but the clock should remain in place 4 responses stated the clock and statue should be placed in a museum 1 response indicated no preference
4. If the owners collectively supported the draft recommendation for removal, what support will you need from the District Council in implementing the recommendation?	All responses indicated that the council should fund for and arrange for the removal.
5. Do you support the draft recommendation that the building should be renamed?	1 response said no but if it relieved pain and demonstrable feeling then they would support this. 4 responses said yes. 1 response said no preference.
6. If you do support the renaming of the building, what support do you need from the District Council?	Name change to be implemented and funded by the council and guidance and support provided in terms of updating records and organisations. Compensation should also be paid.
7. Do you support the Panel's draft recommendation that an Information Plaque should be displayed near Blackboy House?	All responses indicated support for this proposal.

8.1.4 Consultation with The Blackboy Clock Trust

This is a complex matter, and at the time of writing this report, consultation has been held with a family member of the trustees of The Blackboy Clock Trust due to the trustees not being available to comment. It is the understanding of the Review Panel that the family member is engaged with the family's solicitors

regarding the Trust and will participate in ongoing conversations with the council regarding the future of Blackboy Clock and Statue.

8.1.5 The Museum in the Park

Due to the vast number of responses received to the consultation which indicated that the clock and statue should be placed on public display in a local museum or more specifically, the Museum in the Park, Stroud, the Review Panel held conversations with the Museum in the Park's Manager to understand the considerations and implications that would be associated if the clock and statue were to be removed.

As outlined in the Museum in the Park's Collections Development Policy, the general aim is to collect evidence of the special character of the landscapes and townscapes of the Stroud District and the lives and achievements of its people. The priority is to collect objects which:

- Are unique to, distinctive or typical of the Stroud District;
- Fill gaps in the existing collection; and
- Have clear potential for permanent or temporary exhibition, educational, outreach or research use.

The Policy further states that a priority for its collection is to demonstrate changes/trends in the social economic life which have had a significant impact locally.

This indicates that the Blackboy Clock and Statue is well placed to meet the criteria set out in the Collections Policy. However, it is important to note that it is not a simple matter of offering the items to the Museum in the Park and there being a guarantee that they will be accepted. The Museum helpfully provided a list of considerations and ethical matters which would need to be addressed:

- The offer must be submitted by the legal owner;
- The Museum's Governing Body (Stroud District Council and Cowle Trust) would need to make a decision regarding the offer;
- Partial archives are unlikely to be accepted as they lose their context and significance. This means that the Museum would have difficulty accepting the Statue if it were separated from the Clock;
- Offers which come with conditions cannot be accepted. This means that the Review Panel are not able to assert conditions such as how the clock and statue should be displayed, the context that should be provided, any other items to be included in the exhibition or the time period for display;
- The true condition of the clock and statue will need to be assessed for pest infestation, stabilising and cleaning; and
- The clock and statue may be better placed in a specialist clock museum due to it being a rare and significant horological artefact.

There are numerous other considerations that the Museum would need to resolve such as displacing other items currently on display, space within the museum, environmental considerations for the clock and statue, and importantly, how the clock and statue should be interpreted and contextualised within the Museum.

8.1.6 Estimated costs for removal

A survey undertaken by the council's Quantity Surveyor was conducted on the March 17th, 2022, and the following estimated costs for removal was provided:

Preliminary works	
Including insurance, signage, high level access for conditions survey and horologist survey	£13,300
Main works	
Including scaffolding, specialist removal, and remedial works	£8,200
Renovation and repairs	
Including cleaning and repair by accredited member of the Institute of Conservation and the British Horological Institute	£7,000
Secure storage (short term)	
Including secure storage under controlled environmental conditions	£5,000
Total estimated costs	£33,500

A formal site assessment would need to be carried out to establish an accurate cost as part of the listed building consent application.

8.1.7 Planning Considerations

If the clock and statue are to be removed, listed building consent must first be achieved. Listed building consent was introduced to protect buildings with special interest and to allow change to them within the limits of that special interest. The Local Planning Authority (Stroud District Council) must place considerable weight on the need for conservation meaning that changes to listed buildings which may result in harm should be avoided or where this is not possible, the impact minimised. However, the Local Planning Authority may grant listed building consent for the works if the public benefit outweighs that harm.

On January 17th, 2021, new laws were announced around items of cultural and historic heritage making clear that historic monuments should be retained and explained. Under the new regulations, if the council intends to grant permission for removal of the clock and statue and Historic England objects, the Secretary of State for the Department for Levelling Up, Housing and Communities will be notified so they can make the final decision about the application in question.

Historic England's Listed Building Consent [Advice Note](#) published in June 2021 explains that in applying for listed building consent, it is important first to identify what is of special interest/significance and secondly how the proposal avoids harm to the special interest of the listed building, or if avoidance of harm is not possible, how it will minimise that harm.

Where works are proposed which would lead to harm, that harm would require clear and convincing justification. This harm should be weighed against the public benefits of the proposal. The public benefits defined in the Planning Practice Guidance are 'anything that delivers economic, social or environmental

objectives as described in the National Planning Policy Framework and which are of a nature or scale to benefit the public at large and not just be a private benefit’.

8.1.8 Consultation with Historic England

The council proactively sought pre-application advice from Historic England in order to gain an understanding of what consultation with Historic England would be required if a listed building application were to be submitted. At the time of requesting the advice, the Review Panel had not completed their report or outlined the justifications for removal, only the report on the Significance of the Clock and Statue and Survey Analysis report was provided to Historic England. This is reflected in the advice received and if the council approves the recommendation for removal, strong justification that the public benefit gained in the removal of the clock and statue outweighs the harm to the building would need to be provided in the listed building application.

The letter from Historic England is included in Appendix C and the following information was included:

i) Impact on Blackboy House

Most immediately, the removal of the clock would diminish the architectural interest of Blackboy House, as it is a distinctive element of the principal elevation of the listed building. The clock also provides the building with a degree of historic interest, linked to the rarity of its mechanism and form. Its removal would remove the ability to appreciate the clock in situ, as well as the ability to understand how it historically functioned.

However, while the removal of the clock would harm the significance of the building, much of its historic and architectural interest would survive. It would retain an architecturally satisfying composition and would still provide evidence of the evolution of Stroud and of the provision of education.

ii) Impact on the Top of the Town Conservation Area

The character and appearance of the Top of the Town Conservation Area is defined to a considerable degree by the contribution made by the architecturally interesting buildings within its boundary. As the draft proposal would diminish the architectural character of Blackboy House, it would, in turn, diminish its contribution to the streetscape of the conservation area. However, it is one of a large number of buildings that contribute to the character and appearance of the conservation area. The impact of its removal would therefore be localised and limited.'

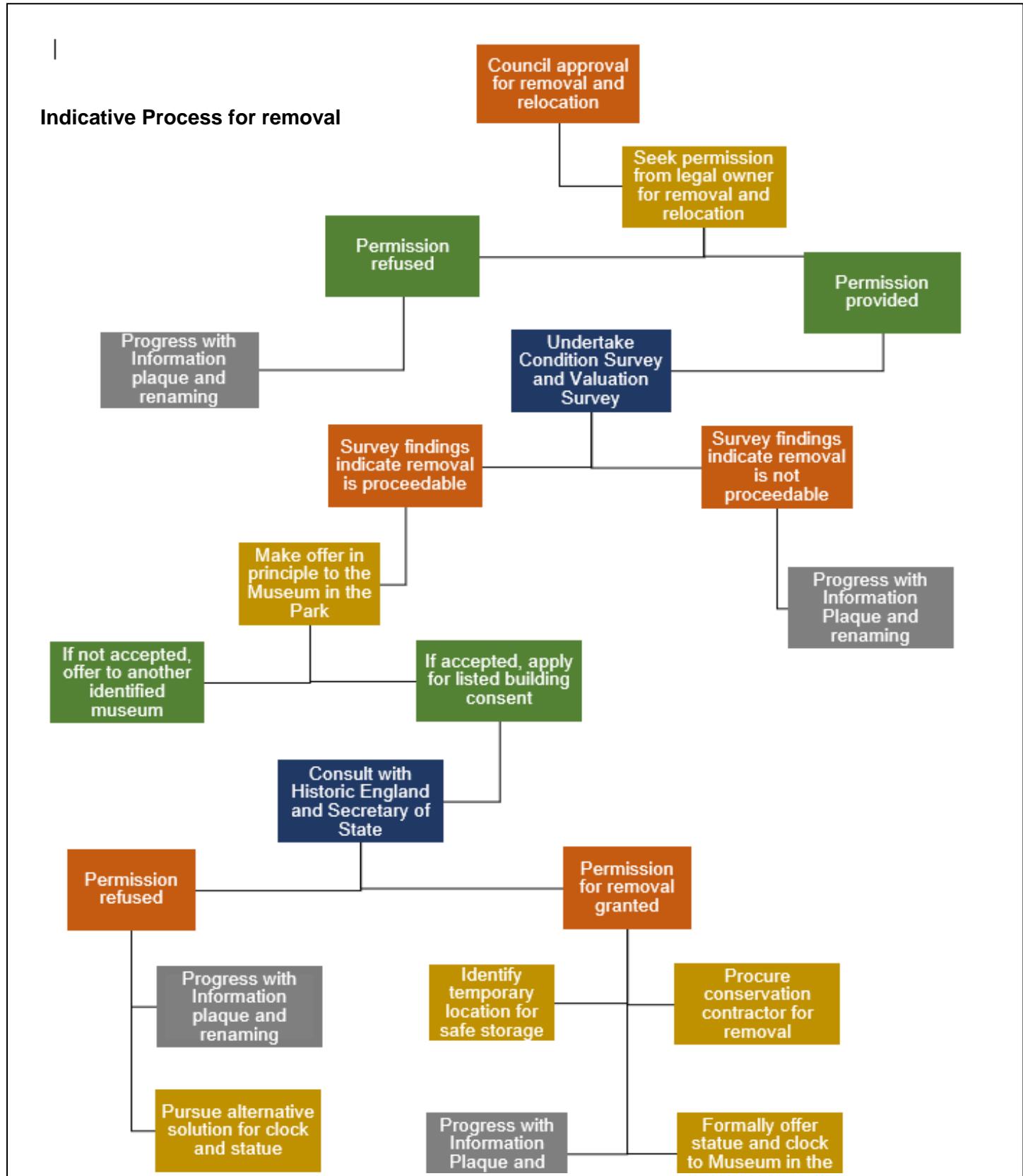
The report states that Historic England advises further thought needs to be given to any alternative options for the future of the clock and would welcome involvement in the development of proposals including an onsite meeting to discuss potential options which the council would be happy to arrange in consultation with the legal owner if the recommendation is approved.

8.1.9 Indicative process for removal

If the recommendation to remove the clock and statue is approved, it is important that the complexity of the process for removal is not underestimated. As stated within this report, the clock and statue are privately owned and situated on a Grade II listed building. Even if the Review Panel recommendations are approved,

the council has no power to remove the clock and statue without consent of the legal owner and listed building consent.

The flow diagram below identifies the key steps that will need to be taken to progress the removal of the clock and statue, although the steps may not be taken in the precise order set out below. The diagram illustrates that removal is not guaranteed and there are multiple steps in the process after which it may not be possible to proceed with the removal due to the complications regarding ownership and planning considerations. It is also not possible to provide indicative timescales to any step in the process and it



should be recognised that the process from removal to display in a museum is likely to take several months or even years.

8.2 Other commemorations, street and building names across the district for review

8.2.1 Survey Responses

The survey asked respondents if there are any commemorations that should be reviewed to ensure they are appropriate. Several responses were received for streets and buildings outside of the Stroud district and these were immediately removed from considerations as they were outside the scope of the review. Other buildings or street names which were not deemed to be inappropriate and had no obvious link to the transatlantic slave trade or colonialism were also removed. The following street or building names remained and were researched by the Review Panel.

Survey Response	Review Panel Response
Anything that celebrates racism/colonialism	This is addressed within the scope of the review.
'Black Boys', Dursley	<p>Conflicting information was found for the origins of this street name: Dursley Town Council provided: 'the term "blackboys" refers to the workers returning home from the industrial factories with dirty, unwashed faces, clothes etc. It has no racial connotation in any way and is part of Dursley's industrial heritage.'</p> <p>A local Dursley historian was also unable to determine a definite origin for the name stating that 'some had suggested it was to do with Charles II but there is no evidence that Charles II came this way or was linked to the area, or that the name relates to him in anyway.'</p> <p>The name has appeared in field names and there was an old inn by that name in the area but it is not obvious what came first. Aside from links to industrial heritage, another theory is that it came from the dark soil in the area and/or blackened wood (from the French word for wood, i.e. bois).'</p> <p><i>The Review Panel considered that regardless of the origins, it does not take away from the fact that this street name causes offence.</i></p> <p><i>Other reviews have taken place for similar names across the country which have resulted in name changes. For example, 'Blackboy Lane' in London is being renamed and five pubs called 'Black Boy' have been renamed.</i></p> <p><i>There are eight properties on this street with a 'Black Boys' address and the Review Panel recommend that the council consults with the residents of 'Blackboys' to consider renaming the street.</i></p>

GL2, new housing estate down Green Lane in Hardwicke	<p>The housing estate is called 'The Plantation'. Hardwicke Parish Clerk and a local historian provided the following information: 'The Plantation was planted with Poplar Trees and some additional trees still in place in Green Lane. The Poplar Trees were cut down and oak saplings were planted, these were dug out with the reasoning that they were not thriving. Building work on the new development started shortly after.'</p> <p><i>The Review Panel determined that the origin of the name of The Plantation was not related to the transatlantic slave trade and the name itself is unlikely to cause offence and so this submission was not taken further.</i></p>
GL5 1HE, GL5 2DD	<p>GL5 2DD relates to Thrupp House Gunhouse Lane. The survey response states: 'Gunhouse Lane....named after the munitions building of the Stroud Militia and used to violently quell an uprising of mill workers and farmers'</p> <p>GL5 1HE – no information was provided with this postcode in the survey response.</p> <p><i>The Review Panel concluded that there was not enough information to determine a recommendation regarding these suggestions.</i></p>
Lansdown	<ol style="list-style-type: none"> 1. Synagogue on Lansdown Road. Survey response states: There is some informative signage outside the library, but more could be done to identify and commemorate the actual building. <p><i>The Review Panel investigated this suggestion and found that the former synagogue is now privately owned properties, information regarding the synagogue can also be found on National Anglo-Jewish Heritage Trail website.</i></p> <ol style="list-style-type: none"> 2. Lansdown. Survey response states: The school of Art and Science, should teach art and science to the community, as it was built to do. <p><i>This suggestion was dismissed by the Review Panel as outside the scope of the review.</i></p>
Lord John Russell	<p>The survey response states:</p> <p>'Lord John Russell was Prime Minister responsible for the great starvation in Ireland - often referred to as the famine.</p> <p>The decisions his ministerial team took based on "laissez faire" economics meant that food was being exported from Ireland and four million were fed inadequate diets which resulted in malnutrition.</p> <p>https://www.historyplace.com/worldhistory/famine/hunger.htm</p> <p><i>Russell Street, John Street and The Lord John Whetherspoon Pub are all named after Lord John Russell. Lord Russell was a former Prime Minister and Whig MP for Stroud and the architect of the Great Reform Act of 1832. Before he became Prime Minister he was the Home and Colonial Secretary.</i></p> <p><i>The Review Panel researched and discussed Lord Russell during several meetings. The Panel concluded that whilst Russell's administration initially rejected state intervention or aid to relieve Irish poverty during a time of serious need, it</i></p>

	<i>would not be making a recommendation to review the streets or public house that commemorate him but encourage this history to be added to local history trails of Stroud Town.</i>
Minchinhampton: Lindsey or Jarvis, Blue Boys Corner Uley, Dursley: 'Maynard' or 'New River' 'Hawker' or 'Stephenson'	The survey response states: 'These are speculative suggestions for those that have been in the area for longer than I have, should they know of such commemorations. These names are evidenced in the King's College study of the slave-owning beneficiaries of the Government's compensation scheme after the abolition of British slavery. https://www.ucl.ac.uk/lbs/person/view/16563 ' <i>The Review Panel could find no record of property names or street names of Lindsey/Lindsay, Jarvis, Hawker or Stephenson and could therefore not determine a recommendation.</i>
Mosley Road	The survey response did not provide any further information and so it was assumed that this may be a reference to Oswald Moseley who campaigned in Stroud. Stroud Local History Society's website contained the following information: Moseley Road 1928 – All the centre part of Cainscross down to Dudbridge and up to Hamwell Leaze or Hyett's field once belonged to Mr. John Moseley, a woolstapler, who died in 1771. Mr Moseley, a Cainscross gentleman owned the shop where the Cainscross and Ebley Co-operative Society started on 1863. Charles Moseley Cashier of the County Bank Cainscross 1851 census. <i>The Review Panel concluded that the origins of Mosley Road were not associated with Oswald Moseley and will therefore not determine a recommendation for this suggestion.</i>
Paganhill Arch, Near Archway School	The majority of the survey responses which indicated the Arch should be reviewed referred to views that the Arch requires more focus and significance. <i>The Review Panel agreed that this was important and would form part of their recommendations.</i>
Subscription Rooms in Centre of Stroud	Survey response: It should be renamed Community House because of the community effort made throughout Stroud to put it in place <i>This suggestion is outside of the scope of the Review and was dismissed by the Panel.</i>

8.2.2 Review Panel Recommendations

Street names often reflect historic landownership as well as being named after battles and military campaigns, politicians, and local dignitaries. The consultation responses indicate that Stroud district does not have streets, statues or building names associated with people who were heavily involved in the Transatlantic slave trade, suppression, or empire.

The Panel are therefore only recommending that one street name within the district is reviewed, and this is 'Blackboys', Dursley. As outlined above, there is conflicting information on the origins of the name, but the Panel concluded that the origins do not take away from the fact this street name causes offence. The Panel noted that a precedent has already been set for similar names with 'Blackboy Lane' in London and five 'Black Boy' pubs being renamed.

The Panel acknowledges that renaming streets is potentially a very disruptive and difficult process for those involved. The council's current street naming protocol states that requests to rename an existing street must demonstrate local consultation and there must be 'complete support for the street renaming proposal within the community'.

The Anti-Slavery Arch in Stroud is Britain's oldest anti-slavery memorial built by Henry Wyatt in 1834 to celebrate the passing of the Abolition of Slavery Act of 1833. The monument is a Grade II* listed building owned by Stroud District Council, and also serves as the namesake for nearby Archway School.

Responders to the survey rightly pointed out that more should be done to tell the story of the Arch, and the Review Panel agree it is an important part of the district's history. Now is an opportune time to provide information on the role the district played in the abolitionist movement and the district's role in the Transatlantic slave trade, imperialism and colonialism as well as to increase awareness of modern-day slavery and exploitation.

The two recommendations made by the Review Panel relating to commemorations, street names and building names in the district are:

- 4. The council should undertake a review of the street name 'Blackboys', Dursley:**
 - a. The council to consult with the residents of the eight properties with a Blackboys address regarding a potential street name change.
 - b. The council to consult with Dursley Town Council regarding the consultation with the above addresses.
- 5. The council should progress with its plans for the physical restoration of the Anti-Slavery Arch, Paganhill and take into consideration its historic and tourism potential.**

8.3 Suggestions for future commemoration

8.3.1 Survey Responses

As part of the review, it was important to ensure that the diversity of our communities is appropriately reflected so the consultation also asked for nominations of other names, particularly of unrepresented or underrepresented groups who should be celebrated. The full list of suggestions can be found in the Survey Response Analysis at Appendix A. The Review Panel agreed to only consider local people or events and therefore removed any national figures from their considerations.

The condensed list including a brief summary on their history and significance can be found at Appendix D.

8.3.2 Review Panel Recommendations

The naming of streets, residential properties or commercial buildings is a statutory function that Stroud District Council provides in exercise of its responsibilities under the Public Health Act 1925. The council's

current street naming protocol states that where possible, street names should have a proven historical connection to the land and will not be named after people unless there is a historical connection to the Town or Parish. Common process is for Town and Parish Councils to propose the names of new streets for approval by the council. Street names for new developments are often based on themes such as the new development of Great Oldbury in Eastington which was based on names of individuals who had died whilst serving in the military hence why most of the streets are named after men.

The Panel acknowledge that there are often many other smaller communities who are frequently overlooked in street naming and there is a need to celebrate the contribution of Black, Asian and Minority Ethnic communities to the district.

A positive way forward is for new street names and themes to be suggested by the community. The Panel therefore suggest that a ‘pool’ of names that have a district wide relevance as well as others that have close associations and more meaning in specific locations is compiled and continually added to by the community. The pool of names can then be considered by Town and Parish Councils and private developers when identifying new street names.

The Review Panel were mindful of the need to ensure the work on improving diversity in the public realm enables a community-led and inclusive conversation. The Panel wish for communities to engage with the topics of representation and shared histories, therefore rather than choose one individual from those suggested to be commemorated, the Panel recommend that a community-led task force is established to develop a community project with the purpose of telling the stories of one or more of those individuals listed in Appendix D. It is also recommended that schools, individuals and community groups find their own way of telling their stories and so the list of individuals will be published on the council’s website as a starting point. It is encouraged that this list is added to over time.

The Local Government Association’s '[Cultural Strategy in a box](#)' states that for local authorities, ‘culture can be viewed as part of the glue that brings and keeps our communities together’. The Panel are aware that the council has committed to developing a Cultural Strategy for the district and felt that the strategy could contribute to addressing some of the issues outlined in this report. To achieve this, the council needs to become an enabler of communities rather than provider to communities. The Review Panel believe that the Cultural Strategy should ensure that communities are empowered, and that diversity is celebrated across the district.

The Panel therefore make the following recommendations:

6. A task force is established by the council:

- a. To contextualise the statue and oversee the installation of an Information Plaque to be situated outside Blackboy House. The Information Plaque is intended to provide information regarding the clock and statue and include some details of this review. The Information Plaque should be erected regardless of whether the clock and statue are eventually removed, although the content will differ depending on the outcome.
- b. To develop a community project for the commemoration of an individual, group of individuals or event suggested in the survey responses.

- c. To consider how the Anti-Slavery Arch, its history and Stroud's involvement in the Transatlantic slave trade and the abolition of slavery can form part of the community project.
- d. The task force is to have no more than eight members and will include at least one member of the Review Panel. A recruitment exercise will be undertaken and members of the community and residents who live close to Blackboy House will be encouraged to apply. The task force will be supported by the council.
- e. Recruitment of the task force should be undertaken by the council and members of the Review Panel.
- f. Members of the task force (excluding council officers and councillors) should each be remunerated for their efforts the sum of £800.00 (estimated 40 hours work each). The remuneration to be paid across three instalments: 20% after the first meeting of the task force; 35% once the design and content of the Information Plaque have been agreed; and 35% upon completion of the community project.
- g. The task force to be allocated a budget of £10,000 to fund the necessary materials, professional design, and instalment of the Information Plaque and the community project to commemorate an individual, group of individuals or event suggested in the survey responses.
- h. The budget allocated and any necessary procurement will be managed by the Council.

7. The council's street naming protocol is reviewed to include:

- a. That street names will not be considered that may be construed, either in themselves or in association with particular political or historical occurrences, as discriminatory or offensive under the Equality Act 2010; or those which could be considered as 'not in the spirit' of this act, will not be considered.
- b. A consultation process to involve our communities in the selection of future street names with a particular aim to ensure future street names are inclusive and reflect diversity within the district and address any potential gender imbalance in the street names across the district.

8. The council's Cultural Strategy, which is currently in development, should:

- a. Empower communities and individuals to celebrate and share their history, heritage, culture, and identity.
- b. Focus on increasing representation of Black, Asian, and Ethnically diverse communities as well as those from a range of social and economic backgrounds.
- c. Celebrate aspects of the district's cultural and community diversity.
- d. Engage with local organisations to encourage and support the creation of work that demonstrates collaboration across a wide range of diverse backgrounds.

9. Broader Considerations

Having gone through the consultation process in the Stroud district, the Panel strongly encourage other councils across the country that haven't already done so, to carry out similar work and ask residents whether they feel represented by the buildings, street names and monuments around them. The prospect of self-examination may seem frightening, but what has started off small has grown into a series of wider conversations about how our district can become a more inclusive place for everybody living in it.

One recurring theme that has come up in these conversations is the need for greater education around Britain's involvement in the transatlantic slave trade and imperialist colonialism, an issue by no means exclusive to the Stroud district. The Panel believe this learning should start in schools and colleges, but also extend to the entire community, facilitated by local groups, creative organisations, museums and libraries and faith groups, and by using a variety of accessible ways, means and media. From leaflets and worksheets to walks and talks, exploring our shared history through collective education is vital to strengthening cohesion in our richly diverse communities, both in the present and the future.

For those who want to start on this journey, the Panel recommend the following books as three from a wide selection: Akala's 'Natives: Race and Class in the Ruins of Empire'; Peter Fryer's 'Staying Power: A History of Black People in Britain'; and David Olusoga's 'Black and British: A Forgotten History', also available as both a children's' version and as a TV series. The Panel also encourage everyone to take a look at the work of [The Black Curriculum](#) and the Free Black University, organisations set up in recent years to address the lack of Black British history throughout our education systems at all ages.