

Merton Council

JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS AGENDA

Membership (to be confirmed at the Annual Council meeting on 11 May).

Councillors Edith Macaulay (Chair), Cllrs Stan Anderson, Laxmi Attawar, Logie Lohendran and David Simpson

Ethnic Minority Organisations

African Educational Cultural & Health Organisation (AECHO)
Deputy

Ahmadiyya Muslim Association

Asian Diabetic Support & Awareness Group

Asian Elderly Group of Merton

Asian Youth Association

Bangladeshi Association of Merton

Deputy

Bengali Association of Merton

Deputy

Bengali Women's Association of Merton

British Muslim Association of Merton

Ethnic Minority Centre

Euro Bangla Federation

Deputy

London South West Chinese Community Association

Merton African Organisation

Merton Somali Community

Merton Unity Network

Mitcham Filipino British Association

Deputy

Morden Citizen's Advice Bureau

Pakistan Cultural Association of Merton & Wandsworth

Pakistan Welfare Association

Deputy

Positive Network

South London Somali Community Association

South London Tamil Welfare Group

Victim Support Merton and Sutton

Wimbledon Mosque

Revd Mrs H Neale

Ms E Idienumah

Mr S Ahmad

Mrs N. Shah

Mr M S Sheikh

Mr T Hassan

Mr. N. Islam

Mr J Choudhury

Mr M Rahman

Mr M Karim

Mrs M Ahmed

Mr I Rizvi

Mr A Savage

Mr M A Karim

Mr Q Anwar

Ms L Saltoon

Mr C J Lusack

Mr A. Ali

Ms P Anderson

Ms A Colquhoun

Ms C Batallones

Ms F Poku

Mr M A Shah

Mr S U Sheikh

Mr H Ejaz

Ms G Salmon

Mr A Musse

Dr P Arumugaraasah

Ms D Moseley

Mr I Khan

A meeting of the Joint Consultative Committee with Ethnic Minority Organisations will be held on 1 November commencing at **7.15 pm** at **Merton Civic Centre, London Road, Morden, in the Council Chamber.**

This is a public meeting and attendance by the public is encouraged and welcomed. For more information about the agenda and the decision making process contact democratic.services@merton.gov.uk or telephone 020 8545 3574.

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JCC With Ethnic Minority Organisations Agenda

1 November 2011

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1	Declarations of interest (see note1)	
	Councillors and co-opted members must declare if they have a personal or prejudicial interest in any of the items on this agenda at the start of the meeting, or as soon as the interest becomes apparent to them.	
2	Apologies for absence	
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9	Any Other Business	-

Future meeting dates: 17 January 2012.

Note1: Declarations of interest

Councillors and co-opted members who have a personal or prejudicial interest in relation to any item on this agenda are asked to complete a declaration form and hand it to the Democratic Services Officer. Forms, together with a summary of guidance on making declarations of interest, will be available around the meeting table. If further clarification is needed members are advised to refer to "The Code of Conduct – Guide for members May 2007" issued by Standards for England, which will be available at the meeting if needed.

**JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS
6 JULY 2011**

TIME: 7.15 to 9.15

PRESENT: Councillor Edith Macauley (Chair), Councillors Stan Anderson, David Simpson, Laxmi Attawar
Mr Hall, Ms Idienumoh, Mr Hadi, Mr S.U.Sheikh, Mr Rahman, Mr Savage, Ms Anderson, Mr M.S. Sheikh, Ms Salmon, Dr Arumugarassah, Mr Musse, Mr Ejaz, Mr Hayward, Ms Sattaur, Mr Navaratna-Rajah,
Ms Valentine

ALSO PRESENT: Councillor Agatha Akyigyina
Evereth Willis, Equality and Community Cohesion Officer
Kate Martyn, Head of Policy, Strategy and Partnerships

1 DECLARATIONS OF INTEREST

No declarations were made.

2 APOLOGIES FOR ABSENCE

Apologies were received from Councillor Logie Lohendran, Chief Inspector Mark Lawrence, Mr Shah, Mrs Shah, Mr Karim, Ms Colquhoun, Mr Islam and the Revd Mrs Neale.

3 MINUTES OF THE MEETING HELD 28 MARCH 2011

RESOLVED: That the minutes of the meeting are agreed as an accurate record of the meeting and a correction is made to item 9 Revision of the Constitution. It should say that paragraph 3.4 of the constitution will be amended and not 7.3.

4 MATTERS ARISING

RESOLVED: There were no matters arising.

5 ELECTION OF VICE-CHAIR FOR THE MUNICIPAL YEAR 2011-12

RESOLVED: That Mr Sheikh is elected as Vice-Chair for the municipal year 2011-12.

6 NOMINATION OF JCC REPRESENTATIVES TO OUTSIDE BODIES

Mr Sheikh reported that the Housing Partnership Board for Vulnerable People is not

**JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS
6 JULY 2011**

operational at the moment.

RESOLVED: That Mr Rahman is elected as the Schools Forum representative.

7 UPDATE OF THE JCC CONSITUITION

It was suggested that section 3.4 should be made revised to include: "when requested Council Officers and Councillors should attend". There was a general discussion about reviewing the membership and encouraging representatives to attend meetings more regularly. Councillor Edith Macauley suggested that deputies attend the meetings if the main representative cannot attend.

RESOLVED: That Evereth Willis and Patricia Anderson meet to review and update the membership list.

8 CRIME UPDATE: RACIAL INCIDENTS APRIL - JULY 2011

Evereth Willis apologised for Chief Inspector Lawrence's absence and undertook to take any comments back to him on behalf of JCC representatives. Councillor Edith Macauley gave an overview of Merton Police's performance and informed the meeting that Merton was one of the best performing areas in London.

Councillor Edith Macauley further informed the meeting of the four police priorities: acquisitive crime, domestic violence, alcohol related crime and anti-social behaviour. She further outlined that some police resources have been moved to the East of the borough and this may have had a knock on effect on areas such as Lower Morden.

Mr Sheikh expressed concern that the crime data showed that 54% of crime victims are Asian and felt that this community was suffering the most.

RESOLVED: The crime statistics will be discussed at the November meeting and the Chief Inspector is to provide a full update.

9 REFRESH OF THE MERTON COMPACT

Kate Martyn introduced the report giving an overview of the Compact. She explained that the national Compact had been revised and the Merton Compact was now also being refreshed. Kate Martyn outlined the consultation process and invited questions.

It was suggested that the Compact needed to be better promoted. It was also felt that transparency needed to be stronger to build the trust of the Black Asian and Minority Ethnic (BAME) community.

There was a question raised about the membership of the Compact Board. Kate Martyn advised that a representative of Merton Unity Network sat on the board.

It was felt that what the Compact stands for is not reaching the BAME community.

**JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS
6 JULY 2011**

RESOLVED: To note the refresh of the Compact and comment on the draft Compact. Also Kate Martyn to send a letter to the membership giving more information on what the Compact is.

10 VOLUNTEERING STRATEGY

Kate Martyn introduced the report and provided details of the recommendations of Volunteering Strategy which are 1) to improve marketing of the strategy and volunteering opportunities and 2) to support volunteers in organisations.

There followed discussion and a question was raised about what incentive there is for volunteers?

It was felt that the strategy needed to state the benefit to the volunteers. Patricia Anderson commented that the LAA Stretch target for 'socially excluded groups' was underachieved and this resulted in a missed opportunity for the borough. She felt that this might make it more difficult to encourage volunteering.

It was noted that some organisations need infrastructure support to get volunteering up and running.

RESOLVED: To endorse the recommendations in the report.

11 UPDATE ON THE CORPORATE EQUALITY SCHEME

Evereth Willis presented the report and outlined measures that have been put in place to improve the Equality Impact Assessment process.

The report was well received but it was felt that although many of the actions were 'Green' there was a sense that they were not having an impact on the BAME community.

Concerns were raised about health inequality in the borough and it was suggested that the Public Health Officer be invited to the next meeting to outline what is being done to address the issues facing the Black and Asian communities.

There was a discussion about the Housing Strategy and the implications for the BAME community.

RESOLVED: Public Health Officer to be invited to the next meeting and the Housing Strategy should also be an agenda item. Evereth Willis, Mr S Sheikh and Patricia Anderson to meet to review the commitments in the action plan.

12 ANY OTHER BUSINESS

Ms Idienmoh expressed concern about the delay in receiving notification of the environmental grant ward. Patricia Anderson added that Merton Unity Network had contacted James McGinlay on behalf of other organisations that were awaiting a

**JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS
6 JULY 2011**

decision.

RESOLVED: Evereth Willis to contact James McGinley and request that the groups be notified of the funding decision.

The Chair congratulated Positive Network for their achievement in keeping the Taylor Road premises especially Grace, Chair of Positive Network for all her hard work in providing an excellent service for our local communities especially people from ethnic background. This is all due to the hard work by many people who have raised the awareness of the success of this organisation.

Committee: Joint Consultative Committee with Ethnic Minority Organisations

Date: 01 November 2011

Agenda item:

Wards: All

Subject: Update Crime Statistics April 2011 to September 2011

Lead officer: Annalise Elliot, Head of Safer Merton

Lead Partner: Metropolitan Police

Lead member: Councillor Edith Macauley, Cabinet Member for Community Safety, Engagement and Equalities

Forward Plan reference number:N/A

Contact officer: Evereth Willis(evereth.willis@merton.gov.uk)

Recommendations:

That the Joint Consultative Committee with Ethnic Minority Organisations:

- A. Notes the crime statistics for the period April 2011 to September 2011 presented by Chief Inspector Mark Lawrence.

1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

1.1. To update the Joint Consultative Committee (JCC) with Ethnic Minority Organisations on crime statistics for the period from April 2011 to September 2011.

2 DETAILS

2.1 The JCC has requested regular updates on race, faith and burglary statistics in the borough.

3 ALTERNATIVE OPTIONS

3.1 Not Applicable

4 CONSULTATION UNDERTAKEN OR PROPOSED

4.1. Not applicable

5 TIMETABLE

5.1 Not applicable

6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

6.1 None

7 LEGAL AND STATUTORY IMPLICATIONS

7.1. None

8 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

8.1. None

9 CRIME AND DISORDER IMPLICATIONS

9.1. None

10 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

10.1. None

11 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

11.1 Appendix 1 -. Crime statistics for the period April 2011 to September 2011

12 BACKGROUND PAPERS

None

13 CONTACTS

• REPORT AUTHOR

- Name: Evereth Willis

- Tel: 020 8545 4637

- E-mail: evereth.willis@merton.gov.uk

Merton JCC police data October 2011

Protective marking	Not protectively marked
Publication scheme	No
Title and version	Merton JCC police data October 2011, V1.
Summary	Crime data April – September 2011
OCU	Merton
Author	Merton Police
Date created	October 2011
Review date	October 2012

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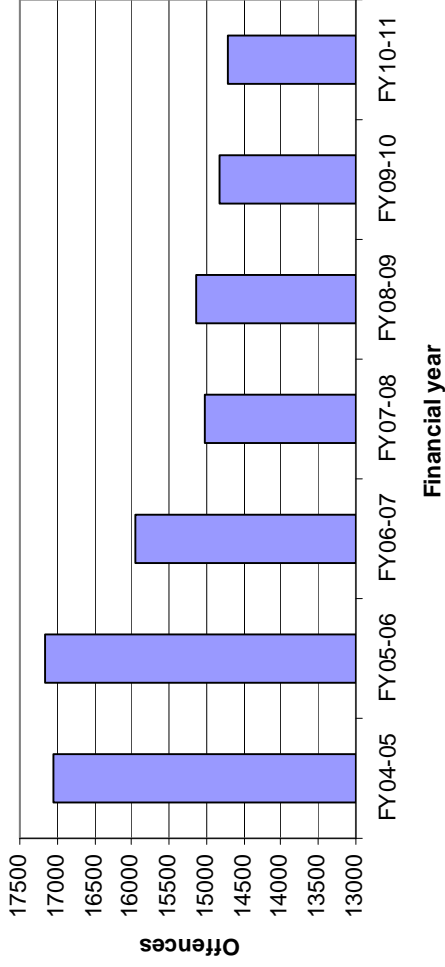
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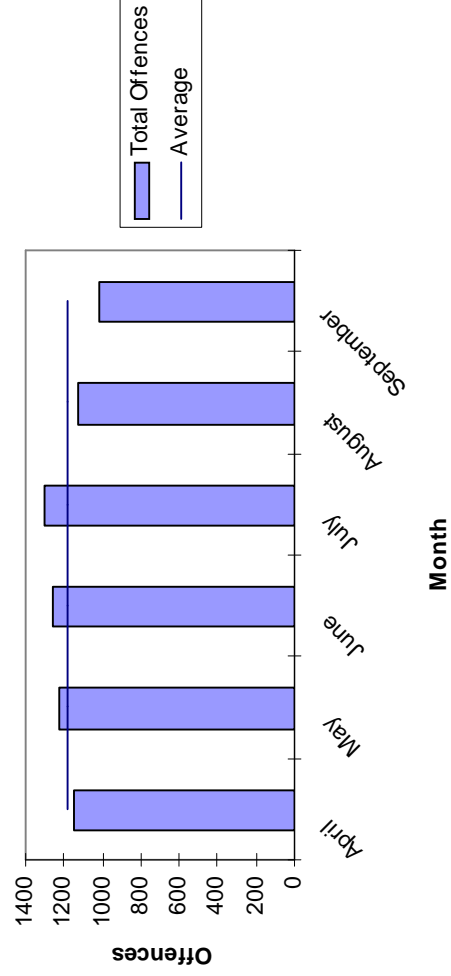
Merton JCC police data October 2011

Total offences in Merton by financial year



Financial Year	Total Offences
FY04-05	17058
FY05-06	17171
FY06-07	15959
FY07-08	15031
FY08-09	15126
FY09-10	14834
FY10-11	14721

Total offences in Merton in FY11-12



Month	Total Offences
April	1149
May	1228
June	1256
July	1298
August	1125
September	1022



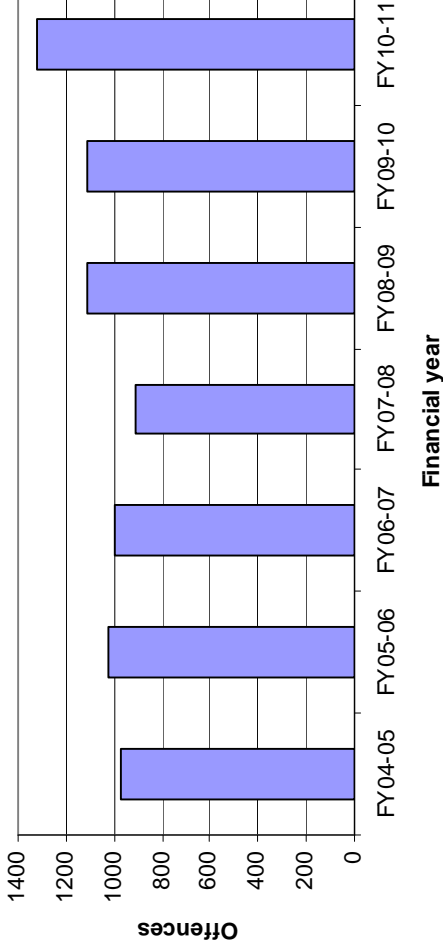
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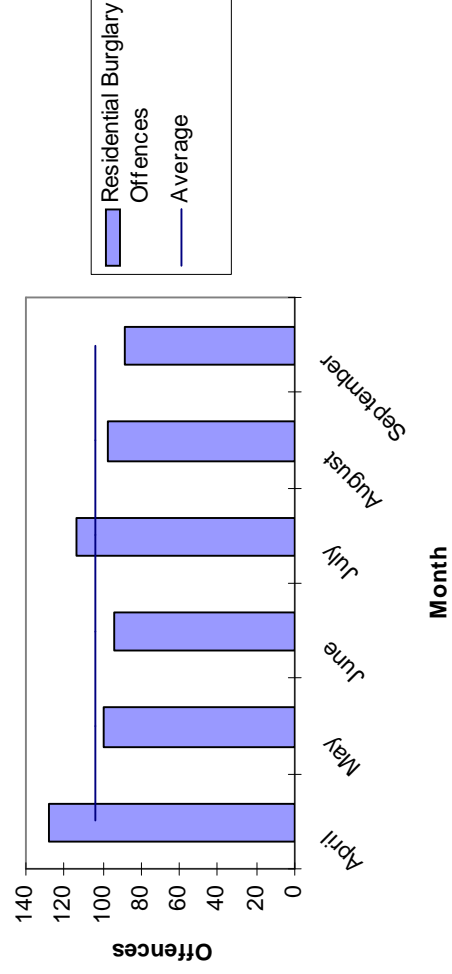
Merton JCC police data October 2011

Residential burglary offences in Merton by financial year



Financial Year	Residential Burglary Offences
FY04-05	975
FY05-06	1024
FY06-07	999
FY07-08	910
FY08-09	1110
FY09-10	1107
FY10-11	1318

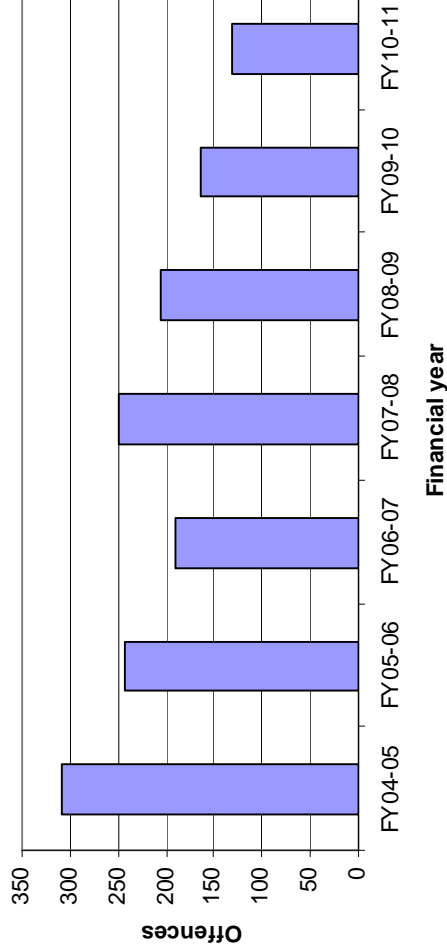
Residential burglary in Merton in FY11-12



Month	Residential Burglary Offences
April	128
May	99
June	94
July	114
August	97
September	89

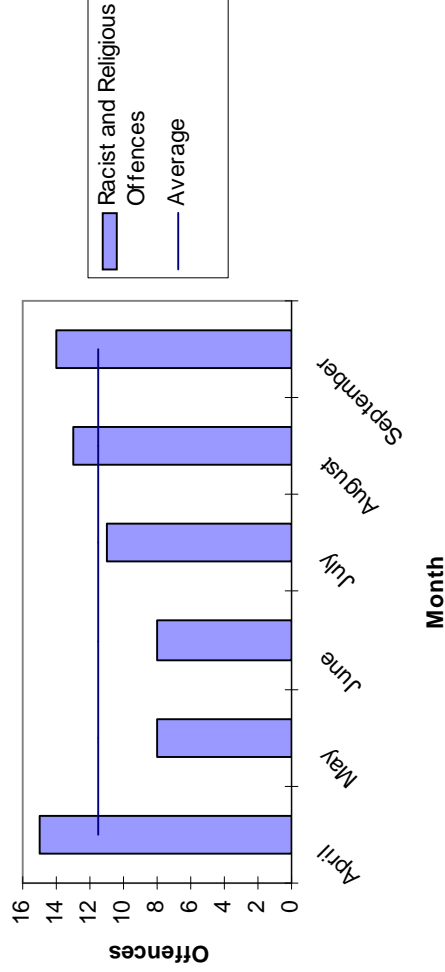
Merton JCC police data October 2011

Racist & religious offences in Merton by financial year



Financial Year	Racist and Religious Offences
FY04-05	309
FY05-06	243
FY06-07	191
FY07-08	249
FY08-09	205
FY09-10	164
FY10-11	132

Racist & religious offences in Merton in FY11-12



Month	Racist and Religious Offences
April	15
May	8
June	8
July	11
August	13
September	14

Joint Consultative Committee (with Ethnic Minorities)

Date: 1 November 2011

Agenda item:

Subject: The Council's retrenchment and BME staff impact

Lead officer: Dean Shoesmith – Joint Head of Human Resources

Lead member: Cllr Mark Allison

Contact officer: Dean Shoesmith – Joint Head of Human Resources

Recommendations:

1. To note the equality impact assessment undertaken in terms of the Council's retrenchment programme and the emergent outcomes for Black and Minority Ethnic employees.

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 The purpose of this report is consider the impact of the Council's retrenchment programme to achieve balanced budgets for financial years 2010/11, and 2011/12 and to note the impact on BME employees.
- 1.2 We are pleased to note that as a result of the Council's retrenchment programme there has not been any disproportionate impact on BME employees. This is set out in more detail in the report below.
- 1.3 The profile of the Council's workforce is shown over three consecutive years (see table 1, paragraph 2.1 below) covering the period over which the Council has had to implement a retrenchment programme reflecting the reduction in grant funding received from central Government.

2. DETAILS

- 2.1 The Council, by law, has to set a balanced budget for each new financial year. This was a challenging process given the budget gap to be closed - £14.5m for year 2010/11 and £20m for year 2011/12. Table 1 below provides data extracted from the Council's Human Resources and Payroll database (PAHRIS) of the percentage of Black and Minority Ethnic Employees (BME) as a percentage of the workforce total by department, and for the Council as a whole.

TABLE 1

DEPARTMENTS AND COUNCIL TOTAL - %s	2009 BME	2010 BME	2011 BME
CHIEF EXECUTIVE'S	21.74%	18.52%	17.39%
CHILDREN SCHOOLS & FAMILIES	28.34%	29.56%	32.03%
COMMUNITY & HOUSING	26.79%	29.12%	27.97%
ENVIRONMENT & REGENERATION DEPARTMENT TRANSFORMATION PROJECT & CORPORATE SERVICES	15.05%	15.12%	14.72%
Total	23.00%	23.00%	23.30%

- 2.2 As a good employer the Council has taken considerable measures to limit the impact on existing employees and avoid compulsory redundancy wherever possible. The Council's future employment options policy (especially applied during 2009/10) facilitated this process allowing staff to opt to take: voluntary redundancy/early retirement, reduced hours working, and flexible retirement - subject to the needs of the service and ultimately Member-level approval where posts were deleted from the Council's established structure, via Cabinet decision-making.
- 2.3 During year 2010/11 the Council continued to use voluntary redundancy and early retirement as means to achieve a reduction in the Council's workforce, albeit this was not enacted on a Council-wide basis but ring-fenced to the specific change management processes utilised to deliver the necessary budget reduction.
- 2.4 In employment and equalities terms the Council's Future Employment Options Policy and Voluntary Redundancy scheme has been a success as without this provision the Council would have had to make in the region of 140 staff compulsory redundant in year 2009/10. As can be seen from the above table there has not been a disproportionate impact on the percentage of BME employees working for the Council.
- 2.5 During year 2010/11 the Council has implemented further reductions in the workforce - however as can be seen from Table 1 above there has been no disproportionate impact on the percentage of BME employees working for the Council. In fact there has been a marginal increase in the percentage of BME employees working for the Council, reflecting more non-BME employees left the Council's service.

3. ALTERNATIVE OPTIONS

- 3.1 The Council through its future employment options policy (and in particular the use of voluntary redundancy and early retirement), sought to limit the impact of compulsory redundancy on existing employees. The policy provides for a range of alternative options made available to staff.

4. CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1 Extensive consultation has been undertaken through regular monthly meetings with Staff Side throughout financial years 2009/10, 2010/11 and 2011/12.
- 4.2 Individual employees have also been afforded their due and proper consultation and representation rights.

5. TIMETABLE

- 5.1 The Council will provide all employees subject to mutual termination of employment, compulsory redundancy, and other contractual variation, their due statutory and contractual notice period rights.

6. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1 The overall savings required by the Council are described within the main body of the report

7. LEGAL AND STATUTORY IMPLICATIONS

- 7.1 The Council has followed due legal process, and has taken careful measures to ensure the workforce, or sections of the workforce, has not been disproportionately adversely treated.

8. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 8.1 As set out in this report we have monitored the Council's restructure processes carefully in order to be able to assess the impact on BME employees. In addition we have carried assessment for other groups covered by equalities strands.

9. CRIME AND DISORDER IMPLICATIONS

- 9.1 No crime and disorder implications have been identified.

10. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 10.1 The Council's voluntary redundancy scheme for 2009/10 and other employment options provided for in 2010/11 provided a means of risk management as it enabled employees alternative options with regards to their employment and thereby reduced compulsory redundancy.
- 10.2 The Council has, additionally, taken careful consideration of service needs and developed business case analysis for all reorganisations in order to protect (as far as possible) delivery of effective services to the community.

11. APPENDICES

None

12. BACKGROUND PAPERS

None

Committee: Joint Consultative Committee with Ethnic Minority Organisations

Date: 01 November 2011

Agenda item:

Wards: All

Subject:

Lead officer: Evereth Willis, Equalities and Community Cohesion Officer

Lead member: Councillor Edith Macauley, Cabinet Member for Community Safety, Engagement and Equalities

Forward Plan reference number: N/A

Contact officer: Evereth Willis (evereth.willis@merton.gov.uk)

Recommendations:

That the Joint Consultative Committee with Ethnic Minority Organisations (JCC):

- A. Notes the update on the community mapping project
-

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. To update the JCC on draft report on community mapping

2. DETAILS

- 2.1 Merton has made good progress in promoting community cohesion but recognised that population changes were presenting new challenges. It was acknowledged that in addition to statistical evidence of the local population, the borough also needed a better understanding of the new migrant communities.
- 2.2 The Council and the Police jointly commissioned the Institute of Community Cohesion (ICoCo) to undertake a Community Mapping exercise. ICoCo's brief was to:
- Identify and evidence issues and grievances that divide alienate and isolate different communities
 - Highlight challenges and key priorities to be tackled in promoting greater cohesion between the different areas and the diverse communities and the indigenous population
 - Identify best practice in Merton and from elsewhere, and propose how these could be mainstreamed where appropriate.
 - Focus on building resilience across the voluntary, faith and public sectors to anticipate and deal with tensions and conflict between communities.
- 2.2 The methodology included reviewing statistical information and key strategies, followed by one-to-one interviews and focus groups.
- 2.3 A draft report was presented to a sub-group of the Safer and Stronger Executive Board on 11 October and highlighted the following priority areas:
- Delivery of the BAME Strategy

- Improving engagement
 - Employment and Economic development
 - Supporting small and medium sizes Voluntary and Community Sector organisations to meet the future challenges of reduced funding and a commissioning framework
 - Supporting and integrating new migrants – ESOL
 - Faith Communities – continuing inter faith dialogue and increasing the involvement of young people
- 2.4 As soon as the final report is available it will be shared with the JCC. It is intended that the report's recommendations be used to inform the refresh of the community cohesion strategy.
- 3. ALTERNATIVE OPTIONS**
- 3.1 None
- 4. CONSULTATION UNDERTAKEN OR PROPOSED**
- 4.1 The report findings will be circulated to members of the JCC, shared with the Thematic Partnership Boards and made available on the community cohesion webpage.
- 5. TIMETABLE**
- 5.1 The community mapping was undertaken between May and October 2011. ICoCo presented preliminary findings to a subgroup of the Safer and Stronger Executive Board on 11 October.
- 6. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS**
- 6.1 The report was funded from the Preventing Violent Extremism 2010/11 budget. Some of the recommendations have cost implications but it is intended that they will be delivered within existing resources and incorporated into existing strategies.
- 7. LEGAL AND STATUTORY IMPLICATIONS**
- 7.1 None.
- 8. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS**
- 8.1 The report will support the borough to have a clearer picture of the diversity in the borough and outlines potential community cohesion challenges. The recommendations of the report will be used to inform the refresh of the community cohesion strategy.
- 9. CRIME AND DISORDER IMPLICATIONS**
- 9.1 None.
- 10. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS**
- 10.1 None
- 11. APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT**
- 11.1 None

12. BACKGROUND PAPERS

12.1 None

13. CONTACTS

13.1 REPORT AUTHOR

Name: Evereth Willis

E-mail: evereth.willis@merton.gov.uk

Committee: Joint Consultative Committee with Ethnic Minority Organisations

Date: 01 November 2011

Agenda item:

Wards: All

Subject:

Lead officer: Evereth Willis, Equalities and Community Cohesion Officer

Lead member: Councillor Edith Macauley, Cabinet Member for Community Safety, Engagement and Equalities

Forward Plan reference number: N/A

Contact officer: Evereth Willis (evereth.willis@merton.gov.uk)

Recommendations:

That the Joint Consultative Committee with Ethnic Minority Organisations (JCC):

- A. Notes that the Merton Partnership Community Cohesion Strategy is being refreshed
- B. Comments on the draft framework for the Community Cohesion Strategy and contributes to the development of priorities for action.
- C. Nominates a couple of representatives for focus group work.

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. To update the JCC on the framework for the refresh of the Merton Partnership Community Cohesion Strategy and expected timescales, and to seek input from JCC members.

2. DETAILS

Background

- 2.1 The Merton Community Cohesion Strategy sets out the commitment of the Merton Partnership to community cohesion.
- 2.2 The strategy was developed and launched in 2006 along with a Community Cohesion Charter. The Strategy and Charter showed the Partnership's commitment to making Merton a place where everyone benefited from equal opportunity and outcomes.
- 2.3 The partnership approach to the delivery of the strategy has led to notable achievements such as the establishment of the Inter Faith Forum, partnership meetings to identify and respond to potential community tensions, opening of the Acacia Intergenerational Centre, establishment of the Youth Parliament, and supporting community cohesion events.
- 2.5 Merton is a diverse borough and has seen an increase in its population since the 2001 Census. Population changes have included the arrival of new migrants from Eastern Europe and refugees, and an increase in the Tamil community. The challenge for us all is to sustain the progress made on community cohesion and continuing to embed its principles into all aspects of service delivery.

- 2.6 The Merton Partnership's Community Plan had a vision for the borough "... to be a great place to live and call home, where citizens take responsibility for their own lives, their neighbours and the environment". Commitments in the Community Plan include:
- To develop the council's local leadership role and the capacity of the community and voluntary sector, including increasing the scope and impact of volunteering.
 - To empower local people to have a greater choice and influence over local decision-making and a greater role in public service delivery
 - To increase community cohesion and integration
- 2.7 Merton Partnership is also committed to the delivery of the priorities of the BAME Strategic Plan which include:
- Improve support to BAME organisations
 - Improve representation of BAME groups at all levels of employment
 - Working in partnership with BAME voluntary sector to provide coordinated service planning and delivery.
- 2.8 Additionally through the Preventing Violence Extremism grant funding, we sought to build resilient communities and supported projects such as the Muslimah Youth project and an After-School project working with refugee, asylum seeking and newly arrived migrants aged 12 – 18.

Developing Priorities for action

- 2.9 To ensure the effectiveness of the refreshed community cohesion strategy the development of its priorities will be cross-referenced with the priorities identified in other strategies, such as the Community Plan and BAME Strategic Plan. The learning from the Prevent projects will also be incorporated.
- 2.10 In developing the strategy we have to be mindful of the present economic climate. Therefore the strategy will focus on actions that are achievable.
- 2.11 Additionally, the borough commissioned the Institute of Community Cohesion to undertake community mapping to give us a better picture of the local community and possible future challenges. The report is being finalised and its recommendations will also contribute to the refreshed community cohesion strategy. The draft report has identified the following priority areas:
- Delivery of the BAME Strategy
 - Improving engagement –with the new and minority communities
 - Employment and Economic development
 - Supporting small and medium sizes Voluntary and Community Sector organisations to meet the future challenges of reduced funding and a commissioning framework
 - Supporting and integrating new migrants - ESOL
 - Faith Communities – continuing inter faith dialogue and increasing the involvement of young people

Next Steps

- 2.12 The JCC is invited to nominate two representatives to participate in a focus group to further discuss and develop the priorities for the strategy.

3. ALTERNATIVE OPTIONS

3.1

In the absence of a community cohesion strategy the Merton Partnership would need to ensure that community cohesion work is embedded in the delivery of services.

4. CONSULTATION UNDERTAKEN OR PROPOSED

4.1 The twelve-week consultation process runs from Monday 31 October to Friday 27 January 2012.

4.2 This will include general communications (e.g. articles on Merton Connected and Merton Together, press releases, the Merton website) as well as reports to the JCC.

5. TIMETABLE

05.1 The full proposed timetable is below:

Action	Date
12 week consultation, including:	
General communications: articles on Merton Connected and Merton Together, press release, Merton website	
LGBT Forum	5 October 2011
Joint Consultative Committee with Ethnic Minority Organisations	1 November
Interfaith Forum	9 November 2011
INVOLVE	22 November
Children's Trust	25 November 2011
Sustainable Communities and Transport board	8 December 2011
Safer and Stronger Strategy	20 December 2011
BME Forum	January 2012
LGBT Forum	11 January 2012
Joint Consultative Committee with Ethnic Minority Organisations	17 January 2012
Merton Partnership **DECISION**	21 February 2012

6. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

6.1 None specific to the refresh of the community cohesion strategy. It is envisaged that identified priorities will be undertaken within existing resources.

7. LEGAL AND STATUTORY IMPLICATIONS

7.1 None.

8. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 8.1 The borough faces future challenges as the community continues to change and become increasingly diverse. The refreshed community cohesion strategy will support Merton to focus promoting inclusion, fairness and cohesion and diminishing potential conflict.

9. CRIME AND DISORDER IMPLICATIONS

- 9.1 The strategy will identify potential risks and suggest actions that can be delivered across the Partnership to prevent or reduce possible community tensions.

10. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 10.1 None.

11. APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

- 11.1 A draft framework for the Community Strategy for comment.

12. BACKGROUND PAPERS

- 12.1 Community Cohesion Strategy 2006-2010

http://www.merton.gov.uk/community-living/equality-diversity/community_cohesion-3.pdf

- 12.2 Community Cohesion Charter

http://www.merton.gov.uk/community-living/equality-diversity/cohesion_cohesion_charter.pdf

13. CONTACTS

13.1 REPORT AUTHOR

Name: Evereth Willis

E-mail: evereth.willis@merton.gov.uk

The Refresh of the Community Cohesion Strategy - Framework

1. Introduction – Context

- Include demographic information
- Commitments in the Community Plan, BAME Strategic Plan
- Outline concerns

2. What is Community Cohesion?

Definition of Community Cohesion

“Community cohesion is what must happen in all communities to enable different groups of people to get on well together. A key contributor to community cohesion is integration, which is what must happen to enable new residents and existing residents to adjust to one another. Our vision of an integrated and cohesive community is based on **three foundations**:

- People from different backgrounds having similar life opportunities
- People knowing their rights and responsibilities
- People trusting one another and trusting local institutions to act fairly

And **three key ways of living together**:

- A shared future vision and sense of belonging
- A focus on what new and existing communities have in common, alongside recognition of the value of diversity
- Strong and positive relationships between people from different backgrounds.” (Department for Communities and Local Government, 2008, ‘The government’s response to the Commission on Integration and Cohesion).

3. Achievements 2006-2010:

i. Building local pride and a sense of belonging

- Community Cohesion budget
- Supported Peace Week
- Supported Lesbian Gay Bi-Sexual and Transgender History Month
- Commemorated Holocaust Memorial Day
- Established the Inter Faith Forum
- Established the Community Leaders’ Forum

ii. Promoting knowledge and understanding between communities

- Community forums established
- Community Tension monitoring undertaken
- Emergency Planning developed with Inter Faith Forum

- Acacia Intergenerational Centre opened in 2010

iii. Engaging and supporting young people

- Council adopted the Hear by Right Standard
- The establishment of a Youth Parliament
- Anti Bullying conference Nov '07 showcased a range of anti-bullying initiatives and strategies

iv. Addressing social tensions and conflict

- Close working with Safer Neighbourhood teams
- Community Tension monitoring
- Stop Hate help-line launched

v. Mainstreaming community cohesion

A community cohesion page has been set up on the Merton Council site with links on the Partnership page.

4. National and local context

- Localism
- Volunteering
- Compact

4. Priorities for the borough

- Delivery of the BAME Strategy
- Improving engagement with minority and new communities
- Employment and Economic development
- Supporting small and medium sizes Voluntary and Community Sector organisations to meet the future challenges of reduced funding and a commissioning framework
- Supporting and integrating new migrants – ESOL
- Faith Communities – continuing inter faith dialogue and increasing the involvement of young people
- Young people

6. Delivery of the Strategy

- Merton Partnership
- Schools
- Voluntary and Community Sector

7. Monitoring and Evaluation

How will success be measured – quantitative or qualitative?