

Merton Council

JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS AGENDA

Membership

Councillors Edith Macaulay (Chair), Stan Anderson, Laxmi Attawar, Logie Lohendran and Krystal Miller

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 **20 June 2012** 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 20 June 2012

	Page
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.	
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3	3
4	-
5	-
6	-
7	9
8	17
9	29
10	51
11	-
	-

Future meeting dates:

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
17 JANUARY 2012**

TIME: 7.15 to 9.15

PRESENT: Councillors Stan Anderson, Councillor Logie Lohendran, Laxmi Attawar

Mr S.U.Sheikh (vice-Chair), Mr Savage, Mr S Vukalic, Mr Islam, Ms Anderson, Mr Karim, Dr Arumugarassah, Mr Rahman

ALSO PRESENT: Councillor Agatha Akyigyina

Evereth Willis, Equality and Community Cohesion Officer

Mark Lawrence, Chief Inspector

Mr Szczepanski, Rev. Andrew Wakefield, Ms Onyutta,

Mr Navaratna-Rajah, Mr Hall, M Ford, Ms Haririan, Mr Boateng, Mr Kyazze

In the absence of Councillor Macauley, Mr Sheikh as the Vice-Chair of the JCC chaired the meeting.

1 DECLARATIONS OF INTEREST

No declarations were made.

2 APOLOGIES FOR ABSENCE

Apologies were received from, Councillor Edith Macauley (Chair), Councillor David Simpson, Mr Shah, Mrs Shah, Stuart Davidson and the Revd Mrs Neale, Ms Colaghan, Mr Rizvi, The Vice-Chair appealed for deputies to attend where possible.

3 MINUTES OF THE MEETING HELD 01 November 2011

RESOLVED: That the minutes of the meeting are agreed as an accurate record of the meeting.

4 MATTERS ARISING

RESOLVED: That Evereth Willis will give a full report of the Corporate Equality Scheme action plan at the June meeting.

**JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS
17 JANUARY 2012**

5 Tackling Health Inequality

Julia Groom Merton's Joint Consultant in Public Health gave an overview of health inequalities in the borough. The Joint Strategic Needs Assessment (JSNA) outlines the health priorities and details the communities affected by particular conditions. The Health Improvement Framework outlines structure for promoting healthier lifestyles. The Schools census data is used to inform the JSNA.

The available statistical data shows that there is disproportional in the BAME communities, with for example higher rates for strokes and hypertension and diabetes. BAME residents in the borough are less likely to access cancer screening also there is an increase in mental health issues affecting the community.

JSNA Key messages:

- Effective measures to raise life expectancy in east Merton
- Improving lifestyles across Merton
- Supporting people to manage long term conditions and maintain independence
- Supporting access to services for growing diverse population
- Working in partnership - integrated commissioning and provision

Public Health is focusing on the east of the borough however alcohol is an issue across Merton. There is a need for sensitivity around cultural diversity. Ms Groom outlined research into attitudes to Healthy Living in Sutton and Merton That had taken place with South Asian and African residents that showed that:

- Good mental well is important
- Residents seem to know the what, but not the how' and wanted support to make healthier lifestyle choices,
- Residents wanted to build relationships with deliverers and wanted local activities delivered by local people.

Ms Groom gave details of the Livewell project, which was set up to give support to local people to improve their health. The project will be training Community Health Advisors and Health Champions.

The Performance Reward Grant is to be used for a Community Fund for small and large health projects.

Ms Groom also gave an overview of the changes the Public Health system because in 2013 Merton will be responsible for commissioning.

Sima Hariran and Annie Ford from Merton Clinical Commissioning Group gave a

**JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS
17 JANUARY 2012**

presentation on the Health Diversity projects in Merton, namely the Bi-lingual Advocates and Help Yourself to Health projects. They gave an overview of the diversity in Merton and showed how it compared to the London averages. They gave details of how the project was taken out to the community. Also health information has been translated into Polish, Urdu and Tamil.

Following the presentations there was an extensive question and answer session.

A question was asked about what the level of take up rate for preventative services was? Ms Groom replied that the take up rate for cancer screening for example was low and needed to be improved.

A further question was asked about the promotion of screening services and could it be that take up was poor because people did not know that the service exists? It was acknowledged that perhaps more promotion work was needed.

The Stop Smoking services have seen an increase in take up due to the targeted work. G.P.s will be responsible for promoting the services across communities.

It was suggested that Bengalis were not included in the information that informed the health priority areas yet there has been an increase in teenage pregnancy.

It was suggested that workshops and surgeries are done and invite BAME organisations in the borough to attend.

It was also highlighted that language barriers need to be more effectively tackled. Also promotion needs to be improved to encourage better take up rates of preventative services.

RESOLVED: Health inequality be discussed at a future JCC meeting.

6 CRIME STATISTICS

Chief Inspector (C.I.) Mark Lawrence gave an overview of the new Commissioner Bernard Hogan-Howe's strategy. Total Policing was now being implemented to undertake robust policing to tackle crime and care for victims. There is a drive from Scotland Yard on how policing is done locally, e.g. Operation Replay is focused on reducing the number of vehicles with no insurance. The Safer Neighbourhood teams are gathering community intelligence and acting on it.

The statistics show an overall reduction on crime but the challenges continue to be acquisitive crime, i.e. Robbery and Burglary. C.I. Lawrence reported that there was no set location for burglary in the borough.

Racist and Religious crimes have decreased. All crimes are monitored daily and there has been no reported racially motivated crime.

The low number of reported Racist and Religious crimes was partly due to under

3

All minutes are draft until agreed at the next meeting of the committee/panel. To find out the date of the next meeting please check the calendar of events at your local library, online at www.merton.gov.uk/committee or by using the contact numbers at the end of this volume.

**JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS
17 JANUARY 2012**

reporting. The sanction and detection rate of 40% is still a challenge.

A question was asked about whether the Police are proactive enough in following up young people who show propensity to commit crime? The CI replied that the Police work in partnership with Children Schools and Families representatives through the Offender Management Panel. Referrals are made for young people of concern, who are at risk of harm to self or others.

Concern was also expressed about anti-social behaviour. C.I. Lawrence informed the meeting that there is a pilot across the Metropolitan Police Service dealing with anti-social behaviour. Locally three problem-solving meetings have been introduced. Elected Members raise issues at the Local Multi Agency Partnerships (LMAPS) and a partnership approach is tackled to responding to local issues of concern.

C.I. Lawrence concluded his presentation by informing the meeting that Stop and Search is used well in the borough. The Police have consultative meetings with young people and found that they don't mind being stopped if it is done sensitively – this message is getting across to officers.

7 MERTON PRIORY HOMES

Lesley Smith and Susan Smart gave an overview of Merton Priory Homes (MPH) strategic aims and operational practices.

MPH now owns the housing stock and is able to obtain investment to improve the stock. MPH does not have any nomination rights all nominations to the properties are made by Merton Council.

MPH prides itself as being more than just a Landlord because it also focuses on life chances. It operates a £1 million Community Fund for investment over 5 years to improve the local community.

MPH's priorities include improved outcomes for communities, such as estate services and customer engagement and people outcomes, such as financial inclusion and employment and training.

Partnership working is integral to MPH's work and information from the partnership is being used to develop an equality framework. Examples were given of how service delivery takes into consideration the diversity of the residents. MPH has a single equality scheme and staff are trained on equality. A database is being developed of staff with second languages; also female caretakers are made available if required.

The Major Works programme is under way and residents are given a choice about the improvements and cultural issues are also being taken into consideration.

**JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS
17 JANUARY 2012**

Community Cohesion underpins much of the work being done because 36% of the stock is in the east of the borough. Seven estates are in the top 20% of the most deprived areas in the country, therefore, the work is focused in this area. Tenancy management and resident involvement have been brought together to improve resident involvement.

MPH is working on financial inclusion and has teamed up with the Citizens Advice Bureau and Grenfell Housing Association to enable residents to access advice and support.

In 2011 there were 25 hate crime cases, of which 14 were domestic violence and 6 were racial harassment.

The representatives were asked how is MPH meeting the criteria set in the transfer agreement? Of the 91 promises made, 65 have been delivered and the rest are ongoing.

Monthly satisfaction surveys are carried out, the latest showing a 70% satisfaction rate with the landlord. Mystery shopping and estate inspections are also done to check the quality of service. Additionally each function has a service improvement group.

The scrutiny panel is selected through the response to adverts and every effort is made to make the panel representative of the local community.

Concern was expressed that the Community Development fund takes too long to be processed from application to receipt of funds.

RESOLVED: Lesley Smith to provide Evereth Willis with her contact details for circulation to the JCC.

8. OUTCOMES OF LETTINGS TO SOCIAL HOUSING OWNED BY REGISTERED PROVIDERS IN 2010-11 BY ETHNICITY

Angela Chu, Housing Strategy Manager gave a presentation on the lettings for 2010-11. She outlined that there is a shortage of housing because in the borough and only 15% of the housing stock is social housing compared to other boroughs. The council has a 50-75% nomination rate to other providers and 100% to MPH. A large proportion of the offers go to homeless families. The report highlighted that ethnic minorities had a higher housing need.

The number of available properties is small but a choice based letting system exists. The council has limited influence but direct offers can be made to vulnerable households. Information on the automatic bidding system is available in community languages.

**JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS
17 JANUARY 2012**

Of the 36 direct offers that were made 50% went to ethnic minorities.

Concerns were expressed about the under representation of Asian households. Ms Chu replied that this was being investigated further.

To address further concerns that were raised about the lack of large properties, Ms Chu informed the meeting that 30% of the new properties being built by MPH are 3 bed plus and the council has 100% nomination rights for all new build in the borough.

9. UPDATE ON THE COMMUNITY MAPPING PROJECT AND THE DRAFT MERTON PARTNERSHIP COMMUNITY COHESION STRATEGY

Evereth Willis gave an update on the draft strategy. However, there was insufficient time to discuss the item in detail. Ms Willis asked for the JCC members to let her have any comments that they wished to make.

Concern was expressed that the BAME Strategic Plan is not mentioned in the action plan and it should be.

RESOLVED: The Community Cohesion strategy be discussed at the BME Forum on 30 January and members of the JCC should make every effort to attend.

10. ANY OTHER BUSINESS

Mr Sheikh expressed condolences to Councillor Macauley on the death of a member of her family.

The JCC congratulated Councillor Maculey on being awarded a MBE.

Committee: Joint Consultative Committee with Ethnic Minority Organisations

Date: 20 June 2012

Agenda item:

Wards: All

Subject: Update on the Crime Statistics April 2011 to March 2012

Lead officer: Kate Martyn, Head of Policy, Strategy and Partnerships

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 March 2012 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 March 2012.

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 from April 2011 to March 2012

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 June 2012

Protective marking	Not protectively marked
Publication scheme	No
Title and version	Merton JCC police data June 2012, V1.
Summary	Merton Police Crime Statistics
OCU	Merton
Author	Merton Police
Date created	June 2012
Review date	June 2013

11



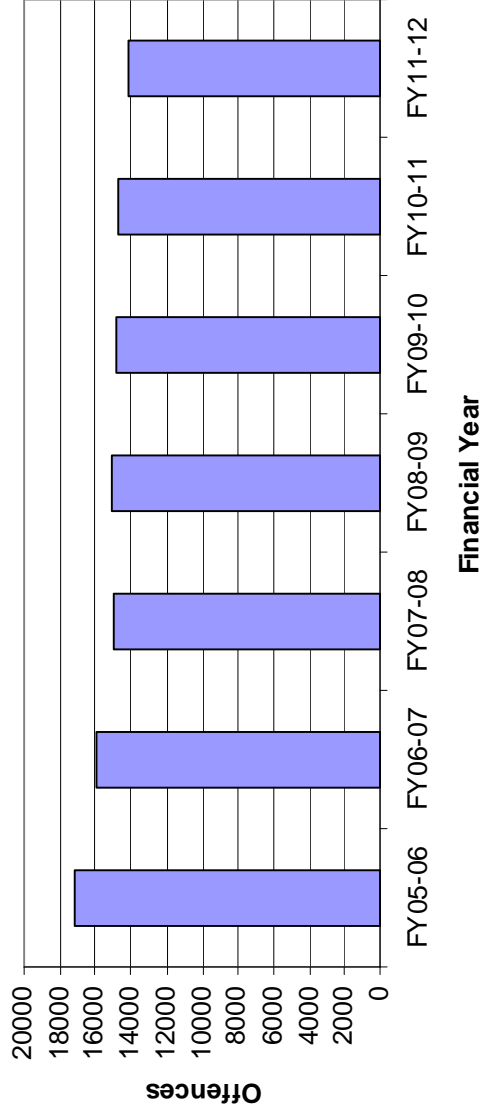
METROPOLITAN
POLICE

Working together for a safer London

Merton Borough

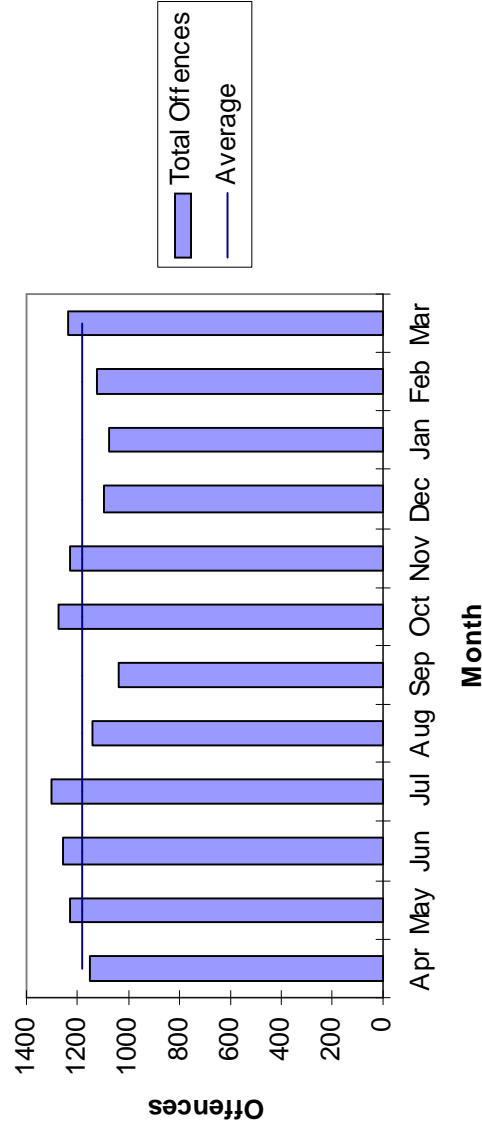
Merton JCC police data June 2012

Total Offences in Merton by Financial Year



Financial Year	Total Offences
FY05-06	17171
FY06-07	15959
FY07-08	15031
FY08-09	15126
FY09-10	14834
FY10-11	14735
FY11-12	14152

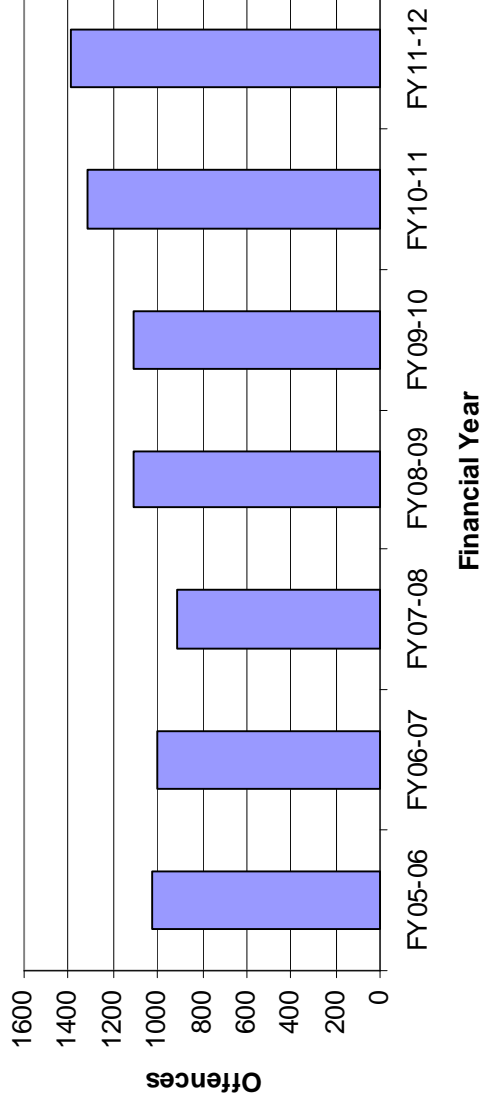
Total Offences in Merton by Month FY11-12



Month	Total Offences
Apr	1150
May	1230
Jun	1257
Jul	1301
Aug	1139
Sep	1036
Oct	1276
Nov	1226
Dec	1093
Jan	1080
Feb	1127
Mar	1237

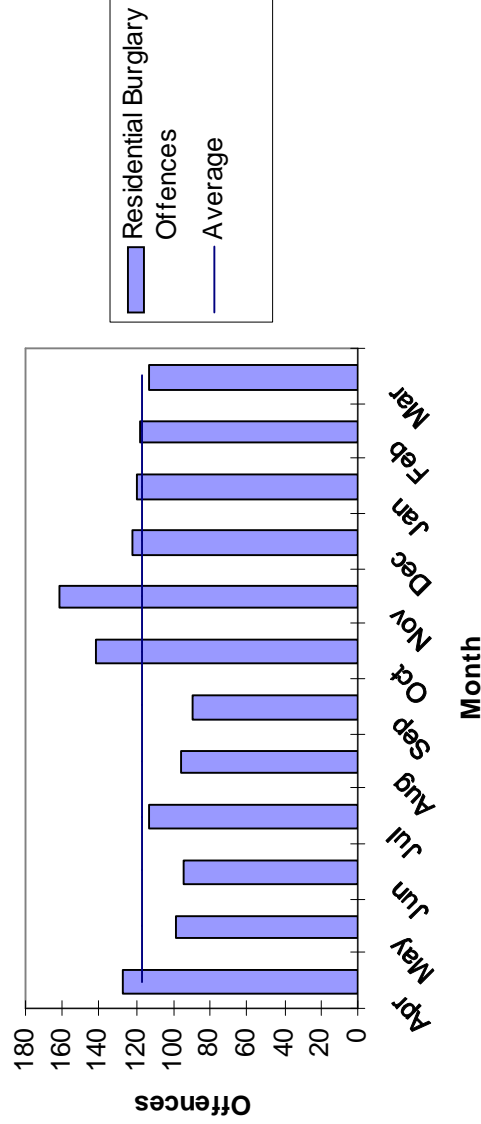
Merton JCC police data June 2012

Residential Burglaries in Merton by Financial Year



Financial Year	Residential Burglary Offences
FY05-06	1024
FY06-07	999
FY07-08	910
FY08-09	1110
FY09-10	1107
FY10-11	1318
FY11-12	1396

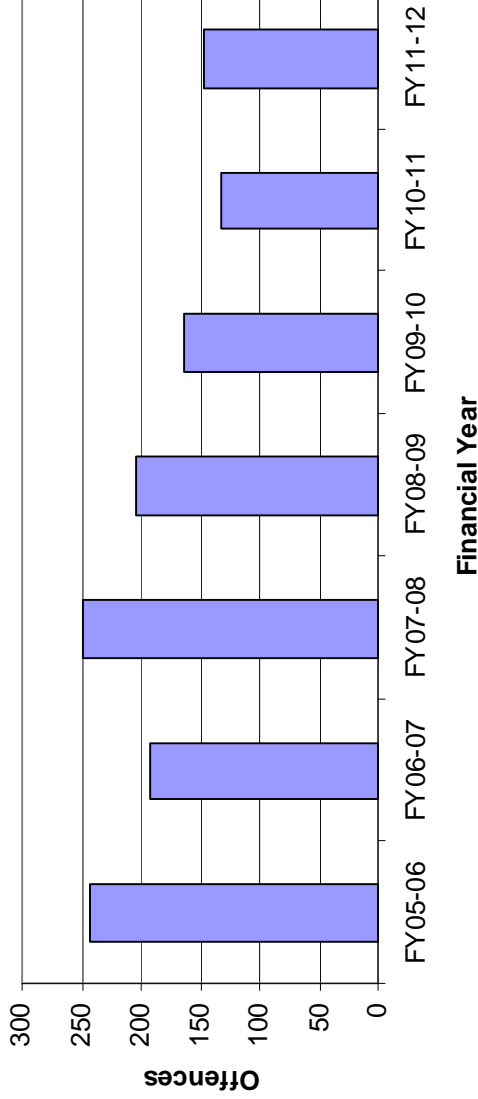
Residential Burglaries in Merton by Month FY11-12



Month	Residential Burglary Offences
Apr	128
May	99
Jun	95
Jul	113
Aug	96
Sep	89
Oct	142
Nov	161
Dec	122
Jan	120
Feb	118
Mar	113

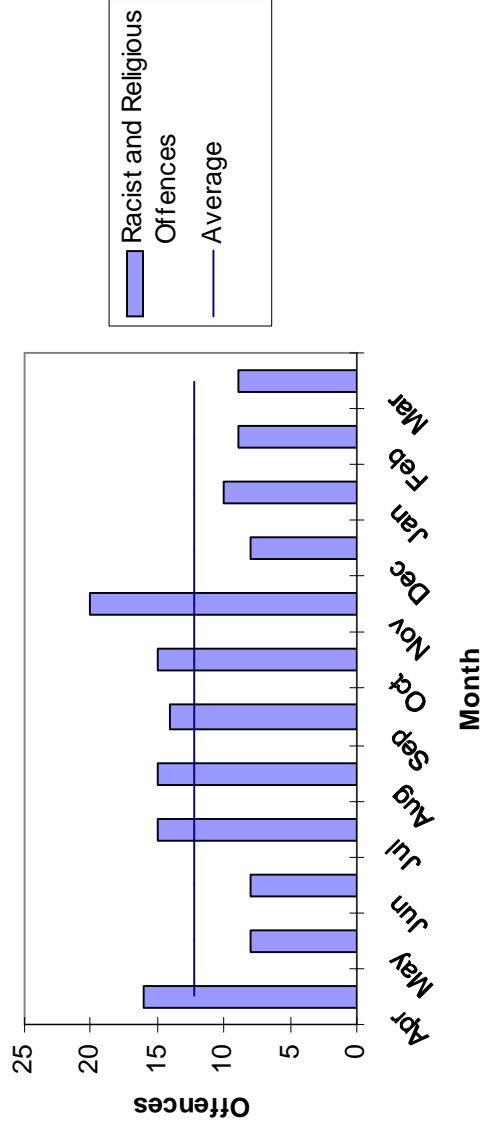
Merton JCC police data June 2012

Racist and Religious Offences in Merton by Financial Year



Financial Year	Racist and Religious Offences
FY05-06	243
FY06-07	191
FY07-08	249
FY08-09	205
FY09-10	164
FY10-11	132
FY11-12	147

Racist & Religious Offences in Merton by Month FY11-12



Month	Racist and Religious Offences
Apr	16
May	8
Jun	8
Jul	15
Aug	15
Sep	14
Oct	15
Nov	20
Dec	8
Jan	10
Feb	9
Mar	9

Racist & Religious Offences FY11-12

Type of Offence	Count	Proportion	Ward	Offences
Harassment	81	62%	Abbey	16
Common Assault	18	14%	Trinity	14
Assault With Injury	10	8%	Merton Park	14
Criminal Damage	8	6%	Colliers Wood	11
Theft From Shops	4	3%	St Helier	11
Grievous Bodily Harm	2	2%	Ravensbury	10
Other Notifiable Offence	2	2%	Dundonald	8
Burglary Non Dwelling	1	1%	Cricket Green	6
Fraud	1	1%	Pollards Hill	6
Offensive Weapon	1	1%	Longthornton	5
Other Violence	1	1%	Wimbledon Park	5
Theft From Motor Vehicle	1	1%	Lavender Fields	4
			Graveney	4
			Figges Marsh	4
			Hillside	3
			Raynes Park	2
			West Barnes	2
			Cannon Hill	1
			Lower Morden	1

Racist & Religious Offences FY11-12

Victim sex	Count	Proportion
Male	91	62%
Female	56	38%

Suspect sex	Count	Proportion
Male	92	77%
Female	28	23%

Victim ethnicity	Count	Proportion
Asian	61	42%
White	40	27%
Black	36	25%
Middle Eastern	6	4%
Oriental	3	2%

Suspect ethnicity	Count	Proportion
White	87	73%
Black	19	16%
Asian	11	9%
Oriental	3	3%

Victim age	Count	Proportion
Under 20 yrs	17	12%
20-29 yrs	36	26%
30-39 yrs	36	26%
40-49 yrs	29	21%
50-59 yrs	19	14%
Over 60 yrs	3	2%

Suspect age	Count	Proportion
Under 20 yrs	24	20%
20-29 yrs	35	29%
30-39 yrs	26	22%
40-49 yrs	19	16%
50-59 yrs	10	8%
Over 60 yrs	5	4%

Committee: Joint Consultative Committee (JCC) with Ethnic Minority Organisations
Date: 20 June 2012
Agenda item:
Wards: All

Subject: Sutton and Merton Responsibility Deal
Lead officer: Kate Martyn, Head Policy, Strategy and Partnerships
Lead member: Councillor Edith Macauley, Cabinet Member for Community Safety, Engagement and Equalities
Forward Plan reference number: N/A
Contact officer: Jenny Shaw – Project Coordinator –
Jenny.shaw@swlondon.nhs.uk

Recommendations:

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

- A. Encourages member organisations to make pledges to sign up to the Sutton and Merton Responsibility Deal to support local people to improve their health.

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. To update the JCC on the Sutton and Merton Responsibility Deal project managed by South West London NHS.

2. DETAILS

- 2.1 In response to the National Public Health Responsibility Deal, Sutton and Merton Public Health are developing a local Responsibility Deal.
- 2.2 The project is aimed at working with local businesses and voluntary and community organisations to agree to make changes, which help improve the health of the community, customers and employees.

3. ALTERNATIVE OPTIONS

- 3.1 None

4. CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1 The project coordinator is undertaken extensive consultation with numerous voluntary and community groups and local employers.

5. TIMETABLE

- 5.1 The project runs until 31 December 2012.

6. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1 No specific funds have been allocated to the project; the aim is to work with organisations to deliver activity at no cost or little cost to them.

7. LEGAL AND STATUTORY IMPLICATIONS

- 7.1 None.

8. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION

IMPLICATIONS

- 8.1 Pledging support to the project will assist in improving the health of the borough's residents and will contribute to reducing health inequality.

9. CRIME AND DISORDER IMPLICATIONS

- 9.1 None specific

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 Sutton and Merton Responsibility Deal presentation

12. BACKGROUND PAPERS

- 12.1 None

13. CONTACTS

13.1 REPORT AUTHOR

Name: Evereth Willis

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

Sutton and Merton Responsibility Deal

Jenny Shaw

**Joint Consultative Committee Meeting
20th June 2012**



Sutton and Merton Responsibility Deal

Businesses pledge to make changes which encourage a healthier lifestyle

Choose from a 'menu' of pledges or develop unique pledge

Cover 4 main areas relevant to public health

20

- Workplace health
- Healthy eating/food
- Physical activity
- Alcohol



Alcohol

South West London

- Reduce number of Proxy Sales
- Working in partnership with Borough Councils and Metropolitan Police
- **AIM** → sign up 6 in each borough
- Trading Standards Officers
- ✓ Work with businesses
- ✓ Distribute business cards
- ✓ Deliver PASS training to vendors

Working together to prevent proxy sales



NHS South West London, Merton Council, Sutton Council and the Metropolitan Police, Working in Partnership with Sutton and Merton Responsibility Deal

AGE RESTRICTED PRODUCTS
I believe this product may end up in the hands of someone under age, so I'll have to say:

“NO SALE”

If you buy age restricted products for someone under age you can be prosecuted and face a fine or prison.

It's not worth the risk!



Health is everyone's business



My Choice/Healthy Catering Commitment

- Working with a range of local food businesses - coffee shops, takeaways, cafes, restaurants, staff canteens, leisure centres and gyms

“My Choice”

- ✓ Develop healthier, more balanced choices
- ✓ ‘Regulars’ still have their usual choices
- ✓ Gain new customers with added healthier choices on menu

Healthy Catering Commitment

- ✓ Offer to progress further and achieve Healthier Catering Commitment Award Supported by the Mayor of London
- ✓ Hundreds of food outlets already signed up

Workplace health

South West London

- Work with businesses to develop workplace health initiatives – big or small
- Managed to arrange a wide range of activities/offers for businesses
 - ✓ LiveWell Community Health Champion training
 - ✓ Self confidence & stress management workshops with Sutton & Merton IAPT
 - ✓ Special corporate rates for exercise classes with local gyms
 - ✓ Health MOT's, information & advice from NHS Sutton and Merton
- Working in conjunction with a number of sporting clubs and associations
 - ✦ AFC Wimbledon
 - ✦ Sutton United FC
 - ✦ Lawn Tennis Association (LTA)
 - ✦ Sutton & Merton / Football Union (RFU)
 - ✦ Surrey Cricket Board



Why should businesses sign up?

Employee health & wellbeing is important for individuals but also for businesses

Almost 10 million working days were lost in 2009 due to work related stress, depression and anxiety (HSE 2009/10)

The average cost to business of employee sickness absence is about £495 per employee (CBI)

24

‘Responsibility Deal Community’

- ✓ Borough wide project – **Be part of it**
- ✓ Partners signed up can see all other businesses signed up
- ✓ Business to business working
- ✓ Networking opportunities



Health is everyone's business

Why should businesses sign up? (continued)

Website

- List of partners and their pledges
- Links to websites of businesses

Newsletters and case studies

- 25
- Who's joined up – new partners section
 - What people are doing
 - Events etc
 - Articles and case studies from organisations

GOOD ADVERTISING
ENCOURAGE NEW SIGN UPS



Health is everyone's business

Working with us in Merton

- ✓ Merton Chamber of Commerce
- ✓ Merton Council

Organisations signed up already:

- Ocado Ltd
- Kwik Fit – London Road, Mitcham
- KNK Building Services
- AFC Wimbledon
- Jose’s Cafe in Morden
- La Poste Coffee Shop in Mitcham
- Cafe Mae (Merton Adult Education Centre)
- SIA Food and Wine



Health is everyone's business

Aim → to work with a range of organisations across Merton

- Keen to work with any organisations who would like to contribute to health of Merton
- Would be great to have you on board and working together with us

Would you like to be involved?



Contact Details:

Jenny Shaw

Telephone: 0203 458 5980

Mobile: 07584 610026

E-mail: Jenny.Shaw@swlondon.nhs.uk

Website: www.suttonmertonrd.co.uk

Twitter: <https://twitter.com/#!/SuttonMertonRD>



Health is everyone's business

Committee: Joint Consultative Committee (JCC) with Ethnic Minority Organisations
Date: 20 June 2012

Agenda item:
Wards:

All

Subject: Merton Partnership Community Cohesion Strategy
Lead officer: Kate Martyn, Head Policy, Strategy and Partnerships
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) notes:

- A. The Merton Partnership Community Cohesion Strategy
-

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. To update the JCC on the refreshed Merton Partnership Community Cohesion Strategy.

2. DETAILS

- 2.1 To bring together in one document the Merton Partnership's commitments to community cohesion, the Merton Community Cohesion Strategy was developed and launched in 2006, along with a Community Cohesion Charter. The Strategy and Charter show the Partnership's commitment to making Merton a place where everyone benefits from equal opportunity and outcomes.
- 2.2 The partnership approach to the delivery of the strategy has led to notable achievements such as the establishment of the Youth Parliament, partnership meetings to identify and respond to potential community tensions, the opening of the Acacia Intergenerational Centre and supporting community cohesion events.
- 2.3 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.
- 2.4 To ensure the effectiveness of the refreshed community cohesion strategy the development of its priorities has been cross-referenced with the priorities identified in other strategies, such as the Community Plan and BAME Strategic Plan.
- 2.5 Additionally, the recommendations of the Community Mapping project have contributed to the refresh of the strategy. The learning from the Prevent projects has also been incorporated.

- 2.6 In developing the strategy we been mindful of the present economic climate. Therefore the strategy focuses on actions that are achievable and represent the best use of resources available.
- 2.7 The strategy's commitments are outlined in the accompanying action plan. The JCC will receive regular reports providing an update on the progress of these actions.

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 Extensive consultation was undertaken with partner agencies and the voluntary and community sector, details of which are outlined in 5.1 below.

5. TIMETABLE

- 5.1 The consultation timetable is outlined below:

Action	Date
General communications: articles on Merton Connected and Merton Together, press release, Merton website	
Lesbian Gay Bisexual Transgender (LGBT) Forum	5 October 2011
Joint Consultative Committee (JCC) with Ethnic Minority Organisations	1 November
Interfaith Forum	9 November 2011
Sustainable Communities and Transport board	8 December 2011
Safer and Stronger Strategy Group	20 December 2011
INVOLVE	25 January 2012
Black and Minority Ethnic Forum	January 2012
LGBT Forum	11 January 2012
Joint Consultative Committee with Ethnic Minority Organisations	17 January 2012
Children's Trust	20 January 2012
Citizenship and Inclusion Board	23 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 The Merton Partnership Community Cohesion Strategy , for information

12. BACKGROUND PAPERS

- 12.1 Community Mapping final report

<http://www.mertonpartnership.org/mp-home/information-library/abouttheborough.htm>

- 12.2 Community Cohesion Charter

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

13. CONTACTS

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Merton Community Cohesion Strategy 2012-2015

Introduction

The London Borough of Merton's first Community Cohesion Strategy ran from 2006 to 2010 and resulted in a number of positive outcomes for Merton's many and diverse communities, which are detailed later in this document. But as the national context in which the strategy exists enters a new phase in 2012, Merton is looking to update its vision for community cohesion in the borough for the next four years.

In this spirit the Merton Partnership renewed its award-winning Compact in November 2011. The Compact is a partnership agreement between local public bodies, the business community and the voluntary and community sector to improve their relationships and provide a framework within which the sectors can understand what to expect from each other. The refreshed Community Cohesion Strategy takes the positive community energy behind the Compact and all the other partnership work going on in Merton, and brings it together in a focused public commitment.

The Commission on Integration and Cohesion (CIC) published a report in 2007 that led to the Department for Communities and Local Government (DCLG), the Improvement and Development Agency (IDeA) agreeing the following definition for 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.

So, with a population that is continually diversifying, it is important to work actively to identify changing issues, to maintain Merton's high levels of cohesion and to respond quickly and effectively when there are tensions to be addressed. The strategy is not just concerned with race and culture - it also examines the many factors that could divide our local community, such as social class, prejudice and discrimination on the grounds of age, gender, disability, faith or sexual orientation. Becoming complacent is one of the quickest paths to the breakdown of community cohesion, so this strategy focuses both on addressing the divisions that do exist – because as strong as Merton's community is, it is not perfect – and on building upon the excellent work that has already been done by residents and community organisations, in partnership with local authorities.

What has Merton achieved so far?

The 2006-2010 Community Cohesion Strategy was broadly successful in its aims to work with local communities to tackle common concerns and work as a partnership to reduce community tension. The council took the lead on some projects, while others were developed and managed by the private sector and the Voluntary and Community Sector (VCS). These leading examples are the kind of initiatives that we hope to see more of, and that the Merton Partnership is proud to support.

Building local pride and a sense of belonging

- A Community Cohesion budget was set up to provide for activities and projects aimed at furthering cohesion.
- Peace Week is celebrated annually to highlight Merton's commitment to a non-violent approach to community tension.
- The borough commemorates Holocaust Memorial Day annually.
- The borough celebrates LGBT History Month every February.

Promoting knowledge and understanding between communities

- Community Forums were established, in which residents are encouraged to attend and state their views on the council and other public services.
- A community tension monitoring mechanism was established.
- The Korean Chamber of Commerce in Merton opened up dialogue between Korean businesses and the wider Merton economy.
- Emergency Planning procedures were developed with the Interfaith Forum.
- The Acacia Intergenerational Centre, Britain's first ever purpose-built intergenerational centre for people of all ages to come together, opened in 2010.

Supporting young people

- Merton Council adopted the National Youth Agency's Hear by Right Standard, which provides a framework for children, young people and adults to work together.
- The council established a Youth Parliament to encourage participation in democracy.
- The anti-bullying conference in November 2007 showcased a range of anti-bullying initiatives and strategies.

Addressing social tensions and conflict

- Close working relationships with Safer Neighbourhood teams were developed.
- Workshops between young people and police have been set up as a way to openly discuss issues of concern and to improve awareness and understanding of police policy and practice. The sessions have received positive feedback from both sides.
- The Stop Hate helpline was launched to provide a way of reporting incidents of intolerance quickly and easily.

Mainstreaming community cohesion

- Community cohesion considerations have been embedded in service delivery across Merton.

- Community Tension Monitoring embedded giving the partnership the ability to predict and respond to issues likely to adversely affect local communities.

Why do we need a Community Cohesion Strategy?

By solidifying this commitment to cohesion in a single plan that covers a range of organisations, the strategy will fulfil a range of criteria that help increase cohesion in Merton. It is designed to enable a joined-up, integrated approach that will be reflected in Partnership initiatives for the future.

Improving community understanding

- Merton's population is growing and diversifying, with new communities arriving and the issues affecting established groups changing all the time. Reaching some of these sections of society can be difficult, particularly when a community representative is lacking or when communities exist across borough boundaries.
- Promoting Community Cohesion is linked with issues of discrimination, violence, harassment and exclusion, which may divide communities and foster anti-social or even criminal behaviour. Improving cross-community relations will help to reduce this discrimination and lead to a more cohesive borough.
- Minority ethnic communities often have specific needs from health service providers and the local authority. There is a need to improve understanding and promote cultural competency and faith literacy in these organisations, ensuring that they can engage effectively with Merton's diverse communities.
- A further challenge is the need to embed health diversity considerations into the Clinical Commissioning strategy to bring about improved health outcomes for residents in the East of the borough.
- Mental health is a growing challenge and locally it is recognised that partnership working needs to improve to implement preventative measures. Nationally and locally there is an over representation of some ethnic minority groups (particularly African Caribbean males) in mental health services. Developing a mental health partnership to tackling prevention and treatment will go some way to address some of the current issues affecting some members of the community.
- An emerging trend in the borough is the need to facilitate discussions between young people about differing cultures, faiths and sexual orientations in a safe environment. Colleges and local schools have an important role to play here, as well as in mentoring, training and leadership programmes.
- Faith organisations are a positive community asset, but without other opportunities for engagement from those outside of the organisations, they can lead to isolated communities. Encouraging interfaith dialogue and bringing people together to address common issues of concern, gain a better understanding of their differences and build confidence between them all contribute to good community cohesion in the borough.

Facing future funding issues together

- The public, voluntary and community sectors are facing an era of reduced resources and now more than ever are required to target those resources towards actions that will have the biggest impact and the most effective outcomes.
- With the increased expectations of the Voluntary and Community Sector (VCS) that come with Localism, VCS organisations are increasingly going to play an

important role in service delivery in the near future. Infrastructure support for community organisations will be a key part of Merton's cohesion strategy.

Increasing opportunity

- Merton remains committed to addressing the economic inequality that exists between the east and west of the borough. A disproportionate number of people who are Not in Education, Employment or Training (NEET) are disabled and/or black and minority ethnic (BAME) residents. A lack of job opportunities and economic instability can be one of the biggest obstacles to community cohesion.
- People from minority groups frequently have specialist needs to get into employment, ranging from formal qualifications to language courses and informal skills that focus on improving confidence, ambition and economic mobility. Businesses can be reluctant to hire employees with such needs, often being unaware that support is available and that diversity and employee training can increase competitiveness in today's tough economic climate.
- Recruitment and trading practices in minority communities are often confined to their own community. These can leave entire business networks vulnerable if just one business fails. By encouraging them to open up across the borough, we hope to encourage a more stable economic environment throughout Merton.
- Some young people are discouraged from participation in civic life through lack of confidence in the system, or through fear of being labelled troublemakers or activists by older generations. By enabling young people to voice their concerns and opinions and to feel that they are genuinely being listened to, a community cohesion strategy can instil a sense of meaningful engagement across the generational divide and between young people and statutory agencies.
- Established religious leaders in the community can be strong figureheads, but can also make members of their faith over-reliant on them in communicating with authorities and service providers, resulting in a lack of new leadership from younger generations. By involving all residents in community cohesion activities, minority voices within religious communities can make themselves heard.

Merton's vision for the refreshed strategy

Our aim for the coming years is to continue to encourage communities to respect one another, tolerate differences, take pride in their local community, work together better and support the wider community. Through increasing understanding, exploring shared values, supporting community-driven projects and encouraging more active participation in civil society among residents from all different backgrounds, we believe that this will be achieved.

Our vision for Merton's future is one in which age, disability, ethnicity, religion or belief, gender and sexual orientation have no negative impact on a person's opportunity to participate in society, education or employment.

The Localism and Decentralisation Act gives Merton's 2011-2015 Community Cohesion Strategy an opportunity to embrace localism's positive aspects, in promoting community-led services and initiatives. Moreover, one of the underlying themes of the strategy is the importance of involving the community in its development, setting the agenda in what they want from Merton.

Merton's strong existing community networks, such as the BME Forum, the Interfaith Forum, Merton Voluntary Service Council (MVSC) and the Merton Unity Network, will provide the Partnership with a wide delivery platform.

Finally, when putting a community cohesion strategy into practice it is important to remember that the strategy is a long-term one. It is not enough to just list objectives and put policies into place. The strategy will give the Merton Partnership a practical framework for monitoring the impact of its community cohesion commitments to ensure that they are being delivered effectively and making a difference to people's lives.

Local issues

From our partnership work, community consultation and a range of reports and surveys commissioned by the council and partnership organisations, some key issues that affect cohesion in Merton have been identified:

Diversity

- The borough's growing diversity is complex and interesting but brings challenges because of the variety of people from different backgrounds. Issues of social class are also apparent and it is evident that there is affluence amongst some of the new migrant communities. The east of the borough has more diverse communities, some of which are still experiencing discrimination and tensions.
- There are new communities about whom little is known regarding cultural, social and health issues. These communities need to be supported to access services.
- There is some spatial segregation of BAME communities in Merton: 61.4% of the total Black or Black British population live in just five wards.¹
- Some new migrants and Muslim women need ESOL opportunities.
- Senior management positions across the borough are not representative of the borough's ethnic diversity.
- A large and diverse school population (55.8% of secondary and 60.1% of primary pupils are BAME) is moving into adulthood.² The JSNA predicts even higher figures.
- Potential tension and exclusion exists between Merton's diverse religious groups and denominations. The tensions are polarised in the Elder community and the young people seem to have an evolving understanding, which is leading to improved relations between faiths.
- Merton's high level of cohesion must be maintained as diversity increases.
- Far Right extremism in some areas is potentially a threat to community cohesion.
- Within some communities there are changes, which bring their own challenges: this is particularly true where the young and older generations have different views.

VCS/funding

- Smaller VCS organisations, often those with specialised priorities, lack resources and support.

Deprivation

- Deprivation is considerably more prevalent in Black/Black British residents than Asian/Asian British residents in Merton.
- Merton's low-pay economy and London's porous economy mean skilled workers tend to find work outside Merton.

¹ iCoCo Report: "The Merton Story".

² iCoCo Report: "The Merton Story".

- Focusing on providing opportunities for residents of the east only in the east can increase a sense of segregation.
- Different minority groups have different skill levels and economic needs; tailored support is needed.
- Local job opportunities are declining and often poorly paid, making it difficult for local SMEs to compete against larger companies.
- Employers can be unaware of their staff's individual faith values and needs.
- BAME children show higher rates of exclusion and expulsion in schools, leading to a disproportionate lack of attainment.
- Young refugees and asylum seekers have poor access to employment, housing, education and services.

Awareness and communication

- Many new minority communities are unaware of the services that the council provides and are inactive in civic life.
- The Gypsy Roma Traveller (GRT) community frequently experiences discrimination and can be hard to reach through official channels.
- Engaging with the LGBT community in Merton, particularly those within other minority communities can be difficult.
- Some minority groups feel that consultation on previous initiatives was superficial and that their voices are continually ignored.
- The reporting rate of homophobic crime has decreased in the last two years, which may indicate a lack of general awareness of the systems in place for reporting such hate crimes.
- Young people report feeling safe in Merton and recognise the use of stop and search as a tactic. However, they report that the poor attitude and lack of information provided by some police officers, when conducting stop and search activity, is reinforcing negative attitude in BAME young people towards authority.
- Only 59% of residents feel the council treats them fairly, while 19% of black residents and 25% of Asian residents feel the council does not tackle racism.³

³ London Borough of Merton Annual Residents Survey 2011.

Key priorities

We have identified seven key priorities for Merton's Community Cohesion Strategy, listed below, along with the main approaches that can be taken to tackle them.

Improving engagement with minority and new communities

- Developing and maintaining staff and Member awareness of the many different cultures and cultural sensitivities
- Supporting and integrating new communities
- Raising awareness and fostering understanding in and between minority communities
- Identifying tensions and differences within minority communities

Supporting and engaging with the Voluntary and Community Sector

- Promoting benefits of volunteering
- Supporting small and medium sized voluntary and community organisations through changes in the sector
- Sharing information between local government and the VCS

Supporting employment and economic development opportunities

- Encouraging skills development in disengaged areas of the community
- Encouraging communities to move away from self-contained trading practices
- Developing cross-community infrastructure and opportunities for minority groups.

Engaging and supporting children, young people and families

- Building on good practice, increase the 'voice of young people' to identify issues and develop services.

- Support schools, colleges and places where young people meet to address intolerance and bullying
- Improving support to vulnerable young people

Continuing interfaith dialogue

- Supporting interfaith activities and projects
- Improving understanding between faith groups
- Increasing the involvement of young people

Improving health outcomes

- Closing the gap in life expectancy between the east and west of the borough
- Improving engagement and access to services
- Improving Mental Health Service provision

Monitoring community tensions and maintaining community cohesion

- Adopting a robust approach to reporting hate crime
- Build upon work engaging the police with particular communities to increase dialogue and improve relations
- Increasing community involvement in monitoring community tension
- Ensuring that community cohesion is actively and effectively monitored

Delivery and monitoring strategy

The Safer and Stronger Communities Thematic Partnership will lead and coordinate the delivery of this strategy by:

- Advising and supporting partners on what could be done to minimize the risk of community tension and help to build stronger and more cohesive communities.
- Assisting in taking immediate, appropriate and coordinated action should an incident occur that could cause tensions in the community.
- Providing a vehicle for conflict resolution between groups within the community.
- Identifying and sharing good practice, key policy issues and innovative thinking relating to community cohesion.
- Publicising and raising the profile of community cohesion and celebrating diversity in the borough.
- Monitoring and evaluating the implementation and impact of this strategy.

However, partner agencies will also be equally responsible for contributing to the delivery of the strategy. We will also encourage minority communities and community groups to become actively involved in its delivery.

The delivery of the BAME Strategic Plan and the Neighbourhood Renewal Action Plan will contribute to achieving many of the community cohesion priorities identified in the strategy.

Monitoring the strategy as it continues through to 2015 will be crucial, and will be dealt with through a number of channels.

These include the Merton Partnership, Merton's Community Forums, the Joint Consultative Committee with Ethnic Minority Organisations and finally the Annual Residents' Survey, which will give us a sense of how Merton's residents perceive cohesion in their area.

Sharing evaluations and analysing findings will provide a detailed and balanced view of the progress being made towards the delivery of the community cohesion agenda in Merton.

Action plan

Outcome required	Action and key tasks	Target date	Lead agencies
Improving engagement with minority and new communities			
Develop and maintain staff and Member awareness of the many different cultures and cultural sensitivities	Provide a 'faith literacy' course for public sector works, in particular teachers, council officers and carers	December 2013	LBM (HR Learning, Diversity & Development)
Support and integrate new communities	Be more proactive in reaching out to disengaged and new communities to promote services and events, and inform communities about their rights	December 2012	LBM MUN BME Forum
	Producing a 'welcome pack' for new arrivals which offers advice about services available and potential problems (e.g. risks of casual work)	December 2012	LBM LSP
	Develop community based solutions to transform services	December 2013	LSP
Raise awareness and foster understanding in and between minority communities	Support events and collaboration between BAME and LGBT communities	October 2013	LBM LGBT Forum
	Continue work to promote an inclusive and positive sense of local pride and belonging by celebrating diversity and promoting cultural festivals	December 2012	LBM LSP
Identify tensions and differences within minority communities	Consult and engage beyond umbrella groups and traditional community leaders by encouraging grassroots residents to participate in consultation	December 2013	LSP
Supporting and engaging with the Voluntary and Community Sector (VCS)			
Promote the benefits of volunteering	Promote volunteering opportunities	June 2012	LBM MVSC VCM MUN

Outcome required	Action and key tasks	Target date	Lead agencies
	Engage local people through a wide range of volunteering opportunities working with partners and local agencies	December 2012	MVSC VCM MUN Safer & Stronger Board
	Produce incentive and development packages to encourage involvement in the VCS - e.g. volunteering to gain experience	April 2013	LBM Youth Service VCM MVSC
Support small and medium sized voluntary and community organisations through changes in the sector	Develop a framework to enable collaboration between VCS groups and improve build capacity in the sector	April 2013	LBM MVSC VCM MUN
Share information between local government and the VCS	Publicise the VCS funding database and work with partnership agencies to improve and maintain it on an ongoing basis	April 2012	LBM
Supporting employment and economic development opportunities			
Encourage skills development in disengaged areas of the community	Deliver the Employment Skills and Training Action Plan	December 2013	LBM- Future Merton Merton Chamber of Commerce
	Work in partnership with the ESF Families Programme supporting vulnerable families into work	December 2012	LBM Jobcentre Plus Prospect South Thames College Eco-Actif
	Deliver work programmes to provide vocational and 'soft' skills training	December 2012	LBM Jobcentre Plus Prospect South Thames College

Outcome required	Action and key tasks	Target date	Lead agencies
	Encourage entrepreneurship in young people through the Young Enterprise and Career Academy programmes	December 2012	Schools South Thames College Chamber of Commerce
	Develop programmes in local secondary schools that encourage young people to progress into the job market and create a relationship between education and employment	December 2013	Children's Trust
	Working with businesses to increase the number of apprenticeship and internship programmes	December 2013	Chamber of Commerce
	Embed work skills into ESOL provision and work with businesses to provide ESOL in the workplace	April 2014	Jobcentre Plus Merton Adult Education Chamber of Commerce
	Create a local construction skills training centre to provide NVQ Level 1 & 2 training in construction and trade skills for local residents	December 2013	SCTP Merton Priory Homes
Encourage communities to move away from self-contained trading practices	Proactively advertising ESOL courses in My Merton and at markets, libraries, children's centres health services and places of worship	December 2012	LBM Business sector NHSSM Jobcentre Plus
	Using children's centres to provide ESOL support for mothers, bringing English language skills into households	December 2012	LBM (CSF)
	Support business to understand how different cultures behave in business	April 2014	LBM Chamber of Commerce
Develop cross-community infrastructure and opportunities for local	Work with regional minority ethnic business associations to strengthen BAME businesses and networks	December 2013	LBM BAME Federation

Outcome required	Action and key tasks	Target date	Lead agencies
residents	Deliver programmes to support business enterprises and self-employment, including mentoring for start-up businesses in the east of the borough	December 2013	SCTP Chamber of Commerce
	Improve job opportunities for unemployed disabled people through the development of job-carving roles	April 2013	LBM HR Jobcentre Plus
Engaging and supporting children, young people and families			
Building on good practice, increase the 'voice of young people' to identify issues and develop services.	Facilitate group discussions with young people who are unemployed and "on the streets" – including BAME youth groups – to identify issues affecting young people in Merton	December 2012	Police LBM VCS
	Use Social Media to increase engagement with young people	April 2013	LSP
Support schools, early years, schools, out of school services, colleges and places where young people meet to address intolerance and bullying	Provide teaching and learning materials and activities that represent and promote cultural diversity, e.g. British Muslim Association of Merton (BMAM) teaching packs, resource and publicity guidance, visits of role models and ethnic minority elders	April 2013	LBM MUN BME Forum
	Implement the Anti-bullying Plan in schools and out of school settings	December 2012	LGBT Forum Gypsy and Travellers Forum Ambition LBM (CSF)
	Continuing to offer support to schools on how to most effectively promote cohesion	Ongoing	LBM
	Encourage tolerance and multiculturalism in schools and other out of school settings supported by the LBM	December 2012	LBM

Outcome required	Action and key tasks	Target date	Lead agencies
Improve support to children, vulnerable young people and their families	Provide mentoring programmes that instil self-esteem, confidence and ambition. Deliver mentoring and coaching programmes through sports to help young people/parents gain accredited qualifications	April 2013	LBM (CSF) MVSC VCM
	Deliver activities to bring communities of all ages together	December 2014	LSP Acacia Centre
	Deliver Parenting Programmes and support for income maximisation and information, advice and guidance	December 2013	LBM
	Deliver the Youth Crime Prevention Action Plan	December 2012	Children's Trust LBM
	Deliver the Children's Centre programme across the borough focussing on areas of greatest need	December 2013	Children's Trust LBM
Continuing interfaith dialogue			
Support interfaith activities and projects	Support the interfaith forum in increasing its involvement in the national and regional interfaith structures	April 2013	LBM Interfaith forum
Improving understanding between faith groups	Working with Merton's Interfaith Forum to encourage cross-faith projects that help people of different beliefs to recognise shared values	December 2013	LBM Interfaith Forum
	Promote projects such as 'Hospitality Month' to improve understanding between faith and belief groups	December 2012	LBM Interfaith Forum
Increase the involvement of young people	Develop and promote intergenerational activities	December 2013	LSP Interfaith Forum Acacia Centre
Improving health outcomes			

Outcome required	Action and key tasks	Target date	Lead agencies
Closing the gap in life expectancy between the east and west of the borough	Engage a minimum of 5,000 residents in the 'Live Well' programme	December 2013	Healthier Communities
	Deliver the East Merton Health and Wellbeing Community Fund to deliver health improvement activity focused on identifying and supporting VCS organisations to provide activity around four interlinked themes: BeActive, StayWell, Community capacity, and Business engagement	March 2015	MVSC NHSSM Health and Wellbeing Board
Improve engagement and access to services	Improve health awareness training in early years settings and schools on conditions such as Sickle Cell and Lupus	December 2014	LBM MUN BME Forum
	Establish a meaningful working relationship within a local health partnership, supporting BAME VCOs to promote healthy lifestyles and facilitate health services	December 2013	LBM Health & Wellbeing Board NHSSM MUN
	Create learning/ education initiatives to raise awareness of conditions and diseases	December 2014	NHSSM MUN LBM
	Ensure that communities are engaged and involved in the development and delivery of commissioned services	April 2014	NHSSM LBM MUN LINK MVSC
Improve Mental Health Service provision	Engage with mental health VCS in the delivery of mental health services	December 2012	LBM NHSSM VCS
	Improve the accessibility and cultural sensitivity of mental health services to people from ethnic minorities	December 2012	LBM NHSSM VCS
Monitoring community tensions and maintaining community cohesion			
Adopt a robust approach to reporting hate crime	Promote and publicise the Stop Hate helpline to residents.	June 2012	LBM Safer Merton

Outcome required	Action and key tasks	Target date	Lead agencies
Improve engagement between the Police and particular communities to improve relations and reduce crime	Work with youth groups, Merton Independent Stop and Search Monitoring Group and the police to build further trust and confidence in the use of stop and search procedures	April 2014	LBM – Youth Service Police Schools
	Encourage under represented groups and new communities to participate in Police consultative groups and the Independent Advisory Group	December 2013	VCS Police Merton Community Policing Partnership
	Support new communities to understand the Criminal Justice system	April 2014	Police Magistrates Courts
Increase community involvement in monitoring community tension	Reduce the gap between white and BAME residents who think that Merton is a place where people from different backgrounds get on well together	Annually	Safer Merton Police VCS
	Develop the Antisocial Behaviour reporting mechanisms to enable and encourage residents to report community tensions.	April 2014	Police LBM Safer Merton VCS
	Develop links with Ward Councillors and the Members of Parliament to encourage them to feed community tension issues into Local Multi Area Partnerships.	December 2012	LBM
Ensure that community cohesion is actively and effectively monitored	Provide an annual report to Merton Partnership	Annually	LBM

Appendix

Partners

- Merton Council
- MP for Wimbledon
- MP for Mitcham and Morden
- Merton Police
- Merton Chamber of Commerce
- Merton Priory Homes
- Jobcentre Plus
- Merton Voluntary Service Council
- Sutton and Merton Primary Care Trust
- South Thames College
- St Georges Healthcare NHS Trust
- The Interfaith Forum
- Merton Unity Network
- Merton Fire Brigade
- Community Engagement Representatives

Glossary

- **BAME** – Black, Asian and Minority Ethnic
- **BMAM** – British Muslim Association of Merton
- **BME Forum** – Black and Minority Ethnic Forum
- **CIC** – Commission on Integration and Cohesion
- **CSF** – Children, Schools and Families
- **DCLG** – Department for Communities and Local Government
- **ESOL** – English for Speakers of Other Languages
- **GRT** – Gypsy Roma Traveller
- **ICoCo** – Institute of Community Cohesion
- **IDeA** – Improvement and Development Agency
- **JSNA** – Joint Strategic Needs Assessment
- **LGBT** – Lesbian, Gay, Bisexual and Transgender
- **LINK** – Local Involvement Network
- **LSP** – Local Strategic Partnership
- **LBM** – London Borough of Merton
- **MUN** – Merton Unity Network

- **MVSC** – Merton Voluntary Service Council
- **NEET** – Not in Education, Employment or Training
- **NHSSM** – NHS Sutton and Merton
- **SCTP** – Sustainable Communities and Transport Partnership
- **SME** – Small/Medium Enterprise
- **VCM** – Volunteer Centre Merton
- **VCS** – Voluntary and Community Sector

Resources

- BAME Strategic Plan 2010-13
- iCoCo Community Mapping Report: “The Merton Story”
- CRONEM Report 2008

Committee: Joint Consultative Committee (JCC) with Ethnic Minority Organisations
Date: 20 June 2012
Agenda item:
Wards: All

Subject: Progress report on implementation of the Corporate Equality Scheme 2010-13
Lead officer: Kate Martyn, Head of Policy, Strategy and Partnerships
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) notes:

- A. Note and comment on the progress made on the implementation of the Corporate Equality Scheme as set out in the Action Plan appended to this report.

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 This is the second annual progress report to the Joint Consultative Committee with Ethnic Minority Organisations (JCC) on the implementation of the Corporate Equality Scheme 2010-13.

2 DETAILS

- 2.1 Council approved the Corporate Equality Scheme (CES) 2010-13 in November 2009. The CES 2010-2013 is a three-year strategy that sets out what we will do to tackle discrimination and inequality and promote equal opportunities in Merton. The CES also sets out the council's equalities objectives as required by the Equality Act 2010.
- 2.2 The CES Action Plan sets out the actions we will take to meet our equality priorities both corporately and departmentally.
- 2.3 The commitments in the plan are arranged around the five performance areas of the Equality Framework for Local Government¹:
- Knowing your communities/equality mapping
 - Place shaping, leadership, partnership and organisational commitment
 - Community engagement and satisfaction
 - Responsive services and customer care
 - A modern and diverse workforce

¹ A tool to develop best practice tools and model for mainstreaming equalities considerations into day-to-day business.

2.4 The JCC received an update on the CES 6 July 2011. Since then, as the CES action plan is a 'live document' it has been refreshed to ensure that the actions are still appropriate and represent the best way to embed equalities good practice into service delivery.

2.5 Key activity in the refreshed plan focuses on:

- Improving the collection and analysis of customer information;
- Improving staff knowledge of equalities and embed good practice by strengthening corporate structures and systems;
- Embedding equality practice into decision-making and scrutiny review processes;
- Increasing the take up of services by disadvantaged groups; and
- Increasing participation rates amongst under represented groups.

2.6 In addition to the JCC monitoring the implementation of the scheme, the Corporate Equality Steering Group also monitors the delivery of the CES action plan through regular updates from departmental equality representatives.

Progress to date

2.7 The CES action plan (attached at Appendix I) contains 34 actions and includes activities that are linked to departmental service plans.

2.8 Key developments to note include:

- The commissioning of a Community Mapping report that has produced comprehensive data on the local community and identified areas of concern and suggestions for focusing resources. This data will be a resource to assist officers in developing evidence for their Equality Analysis (Impact Assessments).
- Equality Analysis outlining the budget/ service review proposals and the potential impact on the protected characteristics accompanied the basket of identified saving proposals through the decision making process.
- Linked to this, the Equality Analysis process was improved to support the Service Review process, with the template and guidance revised to take on board comments from managers who completed the analysis as part of the budget setting process for 2012/13.
- Senior managers received a briefing on Equality Analysis from the Head of Legal Services and the Equality and Community Cohesion Officer on the role of Equality Analysis in managing risk around decision-making. The session was very well received.
- The Equality Act 2010 introduced a Public Sector Equality Duty (PSED) that requires the council to publish equality information to demonstrate that we understand the effect of our policies and practices on Protected Groups². To this end information including such as attainment rates, impact assessments, and the results of the mapping exercise were published on the council's website in January 2012.

² Equality Act 2010 Protected Groups – Age, Disability, Gender Reassignment, Pregnancy and Maternity, Sex, Sexual Orientation, Race, Religion and Belief, Marriage and Civil Partnership

2.9 The following areas are a key focus for 2012/13:

- The collection and use of data: Although we undertake equality monitoring across our services we still do not routinely analyse the data we collect to identify gaps in service delivery. Improving the quality of the data will contribute to better quality Equality Analysis being produced and ultimately more informed service decisions being taken.
- Although a great deal of progress has been made with undertaking Equality Analysis, they still need to be mainstreamed into day-to-day business. The Equality Act 2010 introduces a duty for us to inform our decision-making process with the use of equality analysis. Therefore, it is important that we can demonstrate that we routinely do this.
- Equalities good practice needs to be captured across the authority to enable qualitative information and case studies to be published annually to demonstrate how we are meeting the PSED.
- The Equality Act 2010 also requires us to annually publish equalities objectives, currently the Corporate Equality Scheme outlines the council's equalities objectives. However, in 2013 we will be required to review our equalities commitments and publish new objectives.

3. ALTERNATIVE OPTIONS

3.1 As this report is for information only, alternative options have not been provided.

4. CONSULTATION UNDERTAKEN OR PROPOSED

4.1 The Overview and Scrutiny Commission received a progress report on 26 April 2012.

5. TIMETABLE

5.1 Not applicable

6. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

6.1 Delivery of the action plan is within existing resources.

7. LEGAL AND STATUTORY IMPLICATIONS

7.1 On 6 April 2011 the Equality Act 2010 introduced the Public Sector Equality Duty (PSED) which requires the Local Authority, when exercising its functions, to have due regard to the need to eliminate discrimination, harassment and victimisation and to advance equality of opportunity and foster good relations between persons who share a "protected characteristic" and those who do not. "Protected characteristics" are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

7.2 Delivery of the commitments in the CES action plan will support the council to meet the PSED.

8. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

8.1 By setting out its equalities commitments in the CES, the Council is re-affirming its commitment to human rights, equality and community cohesion.

9. CRIME AND DISORDER IMPLICATIONS

9.1 There are none specific to this report.

10. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

10.1 Failure to deliver some of the equality objectives may leave us open to a legal challenge from customers and the risk of a Judicial Review (i.e. for not undertaking equality analysis).

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

11.1 Appendix I - Corporate Equality Scheme 2010-13 Action Plan refreshed March 2012

12. BACKGROUND PAPERS

12.1 Corporate Equality Scheme (CES) 2010-13

13. CONTACTS

13.1 REPORT AUTHOR

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Corporate Equality Scheme Action Plan 2010-2013 Refreshed March 2012

Key: Race (R), Disability (D), Gender (G), Age (A), Sexual Orientation (SO), Religion and Belief (RB)
Cross cutting themes: Socio-Economic (SE), Access to services (AS), Educational Attainment (EA), Consultation, Engagement and Participation (CEP), Communications and access to information (CA), Community Cohesion (CC), Community Safety (CS), Customer Insight (CI)
Equality Framework themes: Knowing your communities/equality mapping
 Place shaping, leadership, partnership and organisational commitment
 Community engagement and satisfaction
 Responsive services and customer care
 A modern and diverse workforce

Ref no.	Protected Characteristic/cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
Knowing your communities/equality mapping							
1.	All CI	Analyse information on the profile and needs of the community	Use Community Mapping, Merton Observatory and other available data to identify inequalities and disadvantage within communities and groups Carry out an equality audit across the council. Develop an equality monitoring policy.	2012	All	Information is stored centrally and used locally to assess and determine needs	Green A Community Mapping report has been published on the Merton Partnership website. Development work on the Green.
2.	All CI	Review departmental arrangements for collecting and monitoring equality data across the council		2013	CS	<ul style="list-style-type: none"> Equality monitoring data is collected consistently across all departments and used in line with best practice Service delivery 	Amber Some research undertaken to identify best practice. Departmental review required to contribute to developing a monitoring policy that is fit for

11

Green	Completed or ongoing	Amber	Work in progress	Red	Unlikely to complete on target/deadline or Unachievable in current conditions
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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
3.	All	Use Equality Analysis (EA) process to ensure we understand the impact of our decision on the local community	Undertake an EA for service planning. Departmental Management Teams to prioritise EAs across their service areas	2012	All	<p>equality monitoring reports are produced at specific and regular intervals and circulated to all designated groups</p> <ul style="list-style-type: none"> EAs routinely used across the council. Evidence of implementation of equality actions/improvement arising from reviews and EAs 	<p>purpose. Policy to be developed in 2012/13</p> <p>Amber Equality Analysis (EA) template and guidance has been updated. EAs were done to support the Budget process. Training to be delivered in 2012/13</p>
4.	D CI	Increase understanding of disability equality and the social model of disability and its application amongst managers, councillors and staff	<ul style="list-style-type: none"> Raise awareness through articles in staff magazine (Insight) and My Merton Organise staff briefing sessions with disabled people as facilitators Review corporate diversity training for 	2012	CS/ HR	<ul style="list-style-type: none"> Better awareness of disability equality, parity of treatment in planning, design and delivery of services Increased dialogue with disabled people about their needs 	<p>Green HR commissioned and developed a Diversity Programme for all employees. The sessions used actors to 'act out' scenarios around the equality groups and therefore challenged behaviours. The feedback has very positive to date.</p>

22

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
			<p>staff and councillors</p> <ul style="list-style-type: none"> Produce guidance on the Social Model of disability and Two Ticks symbol 				<p>In 2011/12, a total of 10 sessions were run.</p> <p>A session on equalities was also included in the Induction Programme.</p> <p>In partnership with the Disabled Employers Forum (DEF), all information on the Social Model of Disability and the two Ticks has been updated on the intranet. Workshops for managers and employees will take place in 2012/13.</p> <p>A total of six workshops on The Equality Act were developed and delivered for Members and officers.</p> <p>The Corporate Equality Steering Group approved an Equalities Learning and Development Programme which will include disability equality training for</p>

33

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
5.	R SO CI	Improve the collection of data of harder to reach groups like LGBT people and Gypsies and Travellers in order to assess their needs, experiences and impact	Develop mechanisms for obtaining information that is accurate and reliable.	2012	All	Better collection of data to inform service needs of harder to reach groups	2012/13. Amber Community and Housing undertook a survey of the Gypsy and Traveller community in October 2011.
6.	All	Ensure all procurement and commissioned services take account of the differing needs of service users and residents	Ensure staff involved in commissioning and procuring services are familiar with and follow corporate guidance on the equality and diversity requirements for contract specifications and contract monitoring	2012	All	All procurement and commissioned services comply with equality requirements in respect of service delivery and the employment of staff	Amber Equality in procurement guidance to be amended. Equality and Community Cohesion Officer is working with the Commercial Services team to embed equalities considerations into the procurement process and will report to the Procurement Board in July 2012.

44

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
Place shaping, leadership, partnership and organisational commitment							
7.	All	Promote the Equality and Diversity Policy	Develop a promotional campaign to promote values and raise awareness	2012	CS/ All	Increase in the percentage of residents who agree that the Council is an authority that treats people in a fair and non-discriminatory way	Green A Community Cohesion communications campaign has been developed.
8.	All	Embed equality practice into the decision-making and scrutiny review processes	Train senior officers and scrutiny members in Equality Analysis (EA) to ensure equality is incorporated into key decisions and reviews	2012	CS	Greater scrutiny of equality considerations in decision-making and review processes	Green Scrutiny officers have received equality training and briefed in how to conduct EAs. Members have received EA training.
9.	All	Strengthen the Merton Partnership's commitment to equality	Deliver the commitments in the Merton Partnership Community Cohesion Strategy	2012	CS	Pooling of evidence and resources to narrow equality gaps	Green A refreshed Merton Partnership Community Cohesion Strategy approved by Merton Partnership on 21 February. Actions to be delivered via the Partnership Boards and will be monitored by the Safer

55

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
10.	All	Make departmental equality objectives and targets part of corporate performance management systems	Produce quarterly performance reports on equality objectives and targets linked to service plans	2012	All	Equalities Analysis undertaken on all future work programmes, where necessary, with subsequent performance targets developed to drive better equality outcomes	and Stronger board. Amber A list of all Performance Indicators (PI) with an equalities element has been produced. New drop down menu introduced into the service-planning template to ensure managers must consider equalities issues on all future work programmes. Guidance advises managers that if an equalities analysis needs to be undertaken, they should consider if a PI is needed to address any equalities issues identified.
11.	D A SO CEP	Increase the voice of underrepresented groups/ people in the community through their involvement and participation in	Build on good practice and develop new routes to involvement	2012	CS	Recent Annual Residents Survey (ARS) results show an increase in community cohesion indicators.	Green The membership of the Joint Consultative Committee with Ethnic Minorities has been refreshed to encourage representatives from new migrant communities to

66

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
		democratic processes					participate. Good representation exists on the Interfaith Forum. The Muslimah Youth project is an example of engagement good practice.
12.	All CA	Regularly communicate to residents our equality and cohesion objectives, how we have responded to community needs and promote good relations	<ul style="list-style-type: none"> Articles in My Merton Press releases Periodic messages of commitment from the Chief Executive and Leader of the Council 	2012	CS	Increase in % of people that feel the council treats people in a fair and non-discriminatory way – via Annual Residents Survey	Green Community Cohesion Communication Strategy in place.
13.	All CC	Support a wide range of community events to bring people of different backgrounds together	Develop and implement a co-ordinated cross council approach to celebrating diversity and promoting cohesion in the borough	2012	CS/ All	<ul style="list-style-type: none"> Increase attendance at community events Increase in the % of people who believe that people from different backgrounds get on well together 	Green Capacity developed in the voluntary and community sector to lead community cohesion events, e.g. Lesbian Gay Bi-Sexual and Transgender History Month.

77

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
14.	D CEP	Increase the independence and mobility of disabled people by improving accessibility in the public realm in Merton	<ul style="list-style-type: none"> Progress issues identified by the Corporate Public Transport Liaison Group meetings Ensure that all new development complies with mobility requirements in respect of Planning and Building Control 	2012	ER	Greater independence in getting about in the borough	Green E&R have split this priority area into a number of different actions, including improving bus stop accessibility, reviewing disabled car parking, increasing the number of lowered pavements, blind bumps and crossings etc. Living street audits have been undertaken to improve accessibility in town centres. Eastfields station is an example of improving accessibility in the borough.
15.	R A	Create more opportunities for young people and ethnic minority communities to volunteer within their local communities Work in	Work with Local Strategic Partners, voluntary and community groups in developing and promoting opportunities for volunteering	2012	CS/ All	Increase in the numbers of people volunteering in the community	Green Volunteering Strategy approved, commitments to be delivered across the Partnership.
16.	G,	Work in	Delivery of a number	2012	Safer	Reduction in	Green

88

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
	CS	partnership with other organisations to combat sexual harassment and domestic violence, Increase awareness about forced marriages, honour based crime and Female Genital Mutilation (FGM)	of action plans		Merton	numbers of incidents of abuse as a result of targeted work	Being addressed via the Safer Merton Abuse and Violence Group (AMAVG). Information on Domestic Violence and Hate Crime to be disseminated to staff via the E&R Equalities Bulletin.
Community engagement and satisfaction							
17.	All	Improve participation rates particularly amongst under-represented groups	Review community engagement approaches across all council activity to ensure processes are inclusive of and actively engage all equality strands	2013	CES/All	Engagement Strategy to act as driver for improvements	Green Engagement mapping undertaken to identify gaps. Community mapping undertaken to inform our engagement and consultation process.
18.	R CEP CC	Support new communities to integrate in the borough	Develop and promote Welcome Information to be included in the Home Office pack for residents undertaking	2012	CS	Information on local services and support organisations is available at point of contact	Amber A leaflet with local information is being developed.

99

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
			citizenship ceremonies				
Responsive services and customer care							
19.	All SE SA CC CI	Complete team service level equalities research in children's social care.	-Social care equalities research to focus on: needs assessment of children's social care population, and the matching process for children's placements. - Access and Assessment and Vulnerable Children's Team to focus on improving collection of equalities data.	Dec 2011	CSF	To complete necessary equalities research in children's social care	Green -Family Support Service – supporting parents with learning disabilities research complete and actions included in team plan. - Court Assessment Service – supporting parents with learning disabilities and those with English as an Additional Language (EAL) research complete and actions included in team plan. - Children in need – supporting parents with EAL research complete and actions included in team plan. - Youth Inclusion – ethnic profile of BME young offenders in Youth Justice Service (YJS) complete,

1010

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
20.	All EA SE CI	Continue to support and develop participation / governance opportunities for	- An action plan is being written to set the main objectives for the young advisors and youth parliament projects. -	March 2012	CSF	Process established to ensure young people are involved in scrutiny process	actions included in service plan. - Safeguarding – Research shows that representation of White groups in the children's social care population is broadly in line; Black groups are over represented in Children In Need (CIN) and Looked After Children (LAC) and this may be in line with need; Asian groups are underrepresented in CIN and LAC and further analysis is required to see if there is unmet need in this group. Further needs assessments underway, results due in July 2012.
							Green Youth Parliament has a 70 strong membership with 12-20 regular participants in the twice a month meetings.

1111

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
		people aged 13-19					<ul style="list-style-type: none"> - Processes to improve youth parliament members' participation in the Children and Young People Scrutiny process are in development. - Additional CYP participation officer now in post and working to increase the number of Merton Young Advisors - there are 3 planned training courses to increase the number of advisors to 40 over the next 12 months. - Young advisors safeguarding consultation project complete – outcomes are collated in a DVD which was presented to the London Safeguarding Children's Board Conference. - An action plan for the young advisors and youth parliament projects is in

1212

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
21.	All SE AS EA CI	Increase take up of children's centre services by 30% most deprived areas.	-Core offer of universal services in children centres. -Parenting workshops. -Common assessment framework.	March 2012	CSF	Number of families living in 30% most deprived communities taking up universal services in children's centres. -Take up of 2-year-old funded places.	development. - The service has secured funding from the 'Together UCAN' initiative and has employed 2 previously unemployed young people for 9 months. Green 2011/12 outturn (at 26 March): 65% of target families have taken up children centre services, this is above the 60% target. Take up of 2-year-old funded places is currently at 234, which is near the 250 target. In addition 4 Children's Centres have been inspected this year, all found to be good with outstanding features highlighting partnership working and family support. - New performance management in place for

1313

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Ref no.	Protected Characteristic/cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
22.	All SE AS EA CI	Implement outcomes of the Brightwell and outreach review and deliver a range of short breaks provision for children and young people with SEND/challenging behaviour.	<ul style="list-style-type: none"> - Manage the refurbishment of the Brightwell Respite Care Home to improve facilities and flexibility to accommodate children and young people with higher level needs. - Expand community schemes with commissioned providers to meet the needs of children and young people with moderate to severe needs. 	Autumn 2012	CSF	Take up of short breaks.	<p>monitoring Children's Centres</p> <p>Green</p> <ul style="list-style-type: none"> - Merton's Short Breaks service is operational with an increase in overnight short breaks provision at the Brightwell Respite Care House - Q3 take up of short breaks is estimated at 473, exceeding the end of year target of 430. - Deaf Arts Group and specialist groups for visually impaired children operational at the adventure playground via the Short Breaks commissioned service.
23.	All SE AS	Plan and deliver targeted support for schools to raise attainment	<p>In addition to the Green support delivered in schools by the SSQ service</p>	2010/11 academic	CSF	Raise educational attainment at Key Stage 4 for target groups (5 GCSEs A* -	<p>Green</p> <ul style="list-style-type: none"> -The 'My Voice London' mentoring scheme is underway targeting 2 x

1414

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
	EA	for all and narrow the gap in achievements for some groups	to raise standards for all, a number of current projects target support to underachieving groups – White British pupils and those eligible for FSM; Pupils with EAL, Looked After Children, and Gypsy Roma Traveller (GRT) pupils.	year out turn		C).	underachieving groups – those who are eligible for free school meals, and White-British pupils; currently mentoring 40 pupils (10 of which are through Merton funds). -Pupil interpreter training project is successfully running in 2 schools and being developed in a 3rd. - LAC: Continued commitment to the Personal Education Plan process, and access to one to one tuition for statutory school age through to post-16. In 10/11 2 LAC young people achieved a degree, 7 went into their degree year 2, and 10 progressed into their degree year 1. - The Traveller Team continue to provide outreach to GRT pupils to support with school admissions; they support

1515

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
24.	R A SE	Reduce health inequalities within BAME communities	<ul style="list-style-type: none"> Promote health screening services to increase the access rates of BAME groups 	2012	CH/ CS	Parity of health provision within BAME communities	<p>these pupils in the classroom during an initial settling in period. Classroom support must now be purchased by the school directly.</p> <p>Target groups achieving 5 x GCSE A*-C including English and maths (2011), bold indicates an increase from last year: All groups – 60% LAC- 0% White Romany/White Irish Traveller (aggregated) – 0%/n/a) White British - 56% White other- 63% Black Caribbean - 54% Mixed: White Black Caribbean - 58%</p> <p>Green The council and Merton Healthcare Practised Based Commissioning Group have successfully</p>

1616

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
25.	D R G SO	Increase awareness and support to people with mental health illness	<ul style="list-style-type: none"> Support organisations and groups that provide help to people with specific health needs like sickle cell, lupus, strokes and diabetes Work with partner organisations to de-stigmatise mental health to include running information workshops, exhibitions etc. Work with PCT to ensure that early intervention services are available to those who have a mental health illness 	2013	CS/ CH	Easier access to services and better signposting of help and support	<p>delivered the Health Diversity Officer and Bi-Lingual Advocates project.</p> <p>The Livewell Project will also address health inequality in the borough.</p> <p>AMBER Awareness has been increased through the One in Four publicity campaign.</p> <p>Self Directed Support and Personal Budgets have been introduced to people with Mental Health problems.</p> <p>The Happy Soul Festival is going from strength to strength and all agencies continue to support its delivery.</p> <p>The Mental Health Trust is going through a reconfiguration</p>
26.	A	Increase	<ul style="list-style-type: none"> Ensure that bullying 	2011	CSF/	Improve the data on	Green

1717

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
	CS	perceptions of safety amongst young people	and the fear of bullying is tackled <ul style="list-style-type: none"> Tackle the negative issues associated with gangs 		Safer Merton	bullying to measure the proportion of children and young people affected	Green -Anti-Bullying Strategy in place and published on the Merton website. The Youth Resident Survey 2011 shows that 21% of young people are concerned with bullying. This is a decrease of 13 percentage points since the previous year. -A partnership action plan to reduce serious youth violence is being developed.
A modern and diverse workforce							
	R	Re-establish the Black, Asian, Minority Ethnic Staff Group and continue to support all other staff groups	Establish remit of Minority Ethnic Group, set up regular meetings, and appropriate support from HR.	2011	HR	Staff forums have an input in the development of new and reviewed policies/services and procedures.	Although HR worked with individuals to support setting up a BAME staff group (and provide on-going support), unfortunately there was not enough interest.
27.	All	Continue to monitor the diversity of the workforce using	Ensure manager use the information to inform decisions in relation to service	2011	HR	Annual workforce data to include breakdown in all categories to identify	Green Workforce Information from July to December 2011 was published in January

1818

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
		workforce data, Merton's socio-demographic data, and borough trends	delivery			trends for action	2012 in accordance with the Public Sector Equality Duty. An annual Equalities Workforce Summary will be published in June 2012 for 2011/12.
28.	R	Continue to promote the Ambassadors Programme to attract a diverse workforce and engage with under-represented groups	<ul style="list-style-type: none"> Arrange quarterly meetings Measure the impact of the programme 	2011	HR	Increase in the number of employees from three specific groups – Asian background, disabled people and young people	Red Considerably reduced recruitment activity in 2011/12 had an impact on the engagement with this programme. Once the change programme for Merton has been implemented, and the need to recruit increases, then re-engagement with the ambassador's programme will take place.
29.	A	Embed an apprenticeship programme to increase opportunities for	Promote modern apprenticeship scheme in the organisation	2011	HR	30 apprentices within the organisation	Amber Merton currently has six apprentices. Although the target has not

1919

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
		young people in the borough and work with partner organisations such as Kingston Merton, Education Business Partnership, Connexions, Youth Service and Merton College					been achieved for 2012/13, Merton are committed to increasing the opportunities for its' young people. Merton is exploring introducing the new Youth Contract Initiative. In order to carry on the Council's commitment to apprenticeships and to help address the issue of unemployment amongst 16 to 24 year old people a further £500,000 funding has been approved to support this essential work.
30.	All	Review current recruitment processes to ensure that it is still relevant, transparent and accessible to all groups	Use workforce data to develop recruitment strategies	2011	HR	Merton Council is recognised as an employer of choice within the borough	Recruitment data will be included in the Equalities Workforce data for 2011/2.

2020

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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
31.	D	Maintain our current 'good' rating from the Ofsted Workstep inspection	<ul style="list-style-type: none"> Develop user friendly guide for participants Promote the programme within the organisation 	2011	HR	Maintain 'Good' rating and seek to improve movement into unsupported employment	<p>Green</p> <p>This Ofsted Inspection is no longer in place as the contract is now delivered by Ingeus for DWP.</p> <p>HR work in partnership with Ingeus and Mencap (one of the providers) to ensure that the employees on the programme are supported.</p>
32.	All	Keep up to date with emerging legislation and ensure employees understand their obligations through learning and development	<ul style="list-style-type: none"> Design and develop e-learning programmes so that employees have a better understanding of new and existing equality legislation and its application Provide a full range of diversity programmes for staff 	2011	HR	E-learning packages used to increase staff understanding.	<p>Green</p> <p>HR delivered a number of workshops on The Equality Act for employees</p> <p>A session on equalities was included in the Induction Programme.</p> <p>HR is currently working with a provider to develop a range of e-learning modules.</p>
33.	A	Ensure that positive images of older people and	Continue to monitor workforce data to ensure it reflects the	2011	HR	Older employees feel able to contribute to the organisation and	<p>Green</p> <p>An analysis on age was included in the Workforce</p>

2121

Green	Completed or ongoing	Amber	Work in progress	Red	Unlikely to complete on target/deadline or Unachievable in current conditions
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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
34.	RB	an age diverse workforce are promoted in the workplace	makeup of the community			feel valued. Result of staff survey.	report for July to December 2011. The report showed that 11% of employees were aged 60 and over. An analysis on age will be included in the Equalities Workforce data for 2011/2. The use of images used in HR documents are 'equality-proofed' to ensure that they reflect the makeup of the community
		Recognise that Merton's diverse workforce will have different faiths and beliefs and ensure that HR policies take these into account	<ul style="list-style-type: none"> • Celebrate and recognise difference in the workplace by providing a religious calendar, and consider time off for staff for religious days. • Provide quiet space for prayer and contemplation • Support events such as Black 	2010	HR	Staff feel that Merton Council actively promotes equal opportunities and values diversity	Green The intranet pages on Equality have a link to the Faith Calendar. A Prayer room is available for all employees. HR work in partnership with the Policy, Partnerships and Strategy Team to ensure all employees are aware of all cultural events.

2222

Green	Completed or ongoing	Amber	Work in progress	Red	Unlikely to complete on target/deadline or Unachievable in current conditions
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Ref no.	Protected Characteristic/ cross cutting theme	Priority area	Key activity	When	Lead	Success criteria	Progress Update Status (RAG)
			History Month, Mela, LGBT History Month				

2323

Green	Completed or ongoing	Amber	Work in progress	Red	Unlikely to complete on target/deadline or Unachievable in current conditions
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