

# Merton Council

## Joint Consultative Committee with Ethnic Minority Organisations Agenda

### Membership

**Councillors:** Adam Bush, Fidelis Gadzama, Abdul Latif, Edith Macauley MBE (Chair), Marsie Skeete

### 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

Mr S Ahmad

Mrs N. Shah

Mr M S Sheikh

Mr T Hassan

Mr. N. Islam

Mr J Choudhury

Mr M Rahman

Mrs M Ahmed

Mr I Rizvi

Mrs Sabitri Ray/Mr A Savage

Mr Q Anwar

Ms L Saltoon

Mr C J Lusack

Mr A. Ali

Ms P Anderson

Ms A Colquhoun

Ms C Batallones

Ms J Gillies

Mr M A Shah

Mr S U Sheikh

Mr H Ejaz

Ms G Salmon

Mr A Musse

Dr P Arumugaraasah

Mr S Vukalic

Mr Z Khan

**Date: Wednesday 24 September 2014**

**Time: 7.15 pm**

**Venue: Council chamber - Merton Civic Centre, London Road, Morden SM4 5DX**

This is a public meeting and attendance by the public is encouraged and welcomed. For more information about the agenda please contact [diversity@merton.gov.uk](mailto:diversity@merton.gov.uk) or telephone [020 8545 4637](tel:02085454637).

All Press contacts: [press@merton.gov.uk](mailto:press@merton.gov.uk), 020 8545 3181

# Joint Consultative Committee with Ethnic Minority Organisations Agenda

## 24 September 2014

- |    |                                                                                      |         |
|----|--------------------------------------------------------------------------------------|---------|
| 1  | Declarations of interest                                                             |         |
| 2  | Apologies for absence                                                                |         |
| 3  | Minutes of the meeting held 18 June 2014                                             | 1 - 8   |
| 4  | Matters arising                                                                      |         |
| 5  | Connecting Communities - Alzheimer's Society                                         |         |
| 6  | Individual Electoral Registration                                                    | 9 - 22  |
| 7  | Black, Asian and Minority Ethnic (BAME) Voice update                                 | 23 - 34 |
| 8  | Human Resources presentation on London Borough of Merton's senior management profile | 35 - 40 |
| 9  | Feed back from the Safer Neighbourhood Board                                         |         |
| 10 | Any Other Business                                                                   |         |

### **Note on declarations of interest**

Members are advised to declare any Disclosable Pecuniary Interest in any matter to be considered at the meeting. If a pecuniary interest is declared they should withdraw from the meeting room during the whole of the consideration of that matter and must not participate in any vote on that matter. If members consider they should not participate because of a non-pecuniary interest which may give rise to a perception of bias, they should declare this, withdraw and not participate in consideration of the item. For further advice please speak with the Assistant Director of Corporate Governance.

**JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS  
18 JUNE 2014**

**TIME:** 7.15 to 9.15

**PRESENT:** Councillor Edith Macauley (Chair), Councillor Marsie Skeete, Councillor Adam Bush, Councillor Abdul Latif

Mr Sheikh, Mr Rizvi, Mr Savage, Mr Vukalic, Mrs Anderson, Dr Arumugaraasah, Mr Islam, Mr Khan, Mr Ejaz, Ms Colquhoun, Mrs Salmon, Ms Salmon, Ms Quale, Mr Maliki, Ms Carter-Allen, Mr Hayward

**ALSO PRESENT:** Evereth Willis, Equality and Community Cohesion Officer, Mrs Fudahunsi,

Revd Andrew Wakefield, Chair Merton Credit Union,

Chief Inspector Mark Lawrence – Operations, Wimbledon Police,

## **1 DECLARATIONS OF INTEREST**

No declarations were made.

## **2 APOLOGIES FOR ABSENCE**

Mrs Khan, Revd Mrs Hannah Neale, Mr Jerry Hall, Mrs Ahmed, Mr Rahman

## **3 MINUTES OF THE MEETING HELD 19 March 2014**

The minutes were agreed.

## **4 MATTERS ARISING**

Councillor Macauley updated the meeting on the council's proposals to take forward the BAME Voice item that was discussed at the meeting on 19 March 2014. Due to the elections it was not possible to hold an urgent meeting of the JCC.

A meeting has been arranged for 8<sup>th</sup> July from 3.00 pm to 5.00 pm to meet with members of the BAME Forum to get a view on the way forward. In answer to a

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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](http://www.merton.gov.uk/committee) or by using the contact numbers at the end of this volume.

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question about how many people can attend the meeting Councillor Macauley clarified that Kate Herbert, Head of Policy, Strategy and Partnerships is leading on this.

**RESOLVED:** It was agreed that interested parties should contact Evereth Willis if they would like to be invited to the meeting or have suggestions as to who should be invited.

It was agreed that the meeting should be held in the evening to give the opportunity for more people to attend.

**5 Election of Vice-Chair**

Three nominations were received, Mr Islam, Councillor Abdul Latif and Mr Maliki. Following a vote, Mr Maliki was elected as Vice-Chair of the JCC for 2014/15. The votes were as follows:

Mr Maliki – 6 votes, Mr Islam 4 votes and Councillor Latif, 2 votes.

**6. Credit Union update**

Andrew Wakefield the Vice-Chair of the Credit Unit (CU) board is leading the delivery of a CU in Merton. He provided background information about the development of the CU in Pollards Hill. Research students were asked to investigate what would make a CU effective on Pollards Hill. The research showed that engaging with stakeholder groups and delivering a hyper local CU is the model to follow.

A CU is being launched at the Pollards Hill New Horizon centre and will operate from 9.00 am to 4.00 on Fridays. Local people are being trained as loans advisers. The

Pollards Hill CU will be used as a pilot to then be rolled out across the borough. The next site is likely to be the Acacia Centre in Eastfields .

MOAT and Circle Merton Priory Homes wants to be involved – MOAT is acting as a community champion and the Citizens Advice Bureau is promoting the service. There is a local management group and the CU will reporting o the Safer and Stronger Strategy group.

The CU will be launched in July and further promoted at a family fun day on 6 August 2014.

A question was asked as to whether the training will include financial literacy. Rev. Wakefield replied that credit unions operate ethically and give loans to clients who may be excluded from doing so from high street banks. He stressed that credit

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unions also encourage saving and an alternative model (the Salford Model) is being developed that will include working with debt counselling, the Citizens Advice Bureau and Christians Against Poverty.

**How will capital be generated?** Rev Wakefield clarified that there is £2 million capitalisation from investors who receive dividends. Credit unions are subject to tight regulation and legally they are required to meet a capitalisation ratio.

Is the credit union listed on the Stock Exchange? – No it is not listed but dividends are given in a similar way to a limited company. Credit unions are Industrial Provident Societies.

**Who can join?**

Anyone can join after investing £5 to get a loan and they must save £25 per month. Credit checks are done and action taken for non payment.

**How do you pay in?**

There are various methods but cash is problematic due to security and accounting risks.

**7. Police update**

Chief Inspector Mark Lawrence presented a Police performance report. Over a twelve month period crime has reduced in Merton from 13,090 recorded offences to 11,438, a reduction of 12%. The MOPAC 7 crime types have seen an overall improvement in most crime types as follows:

MOPAC Crime	November 2013	June 2014
Burglary	-12.4%	-23.7%
Criminal Damage	-22.8%	-29.0%
Robbery	-23.6%	-48.9%
Theft from motor vehicle	-18.3%	-18.5%
Theft/Taking of motor vehicle	-24.6%	-20.2%
Theft from person	+22.2%	+19.9%
Violence with injury	-10.7%	-6.7%

There has been an increase in violence with injury which is primarily due to an increase in reported domestic violence. Theft from motor vehicle on the Borough

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continues to be disproportionately affected by Victoria Bunton and her associates. She is currently serving a custodial sentence for breaching an Anti-Social Behaviour Order and consequently this may result in a reduction of this crime type.

Domestic Violence with injury has increased by 24.6%- 76 more victims than last year and 120 more overall offences. However performance around arrest rates is good with Merton 5th best in London at 76.9% and sanction detections for DV with violence currently sits just below the target of 55% at 54.4%.

A new policing model was introduced in July 2013 for responding to emergencies. During the current 12 months this target was met 94.1% of the time, which is 1.5% better than in November 2014.

Confidence as measured by the Public Attitude Survey remains high in Merton and has improved by 1 % to 76% or people stating that the police do a good job in their area. This is 8 % above the average for the MPS.

In terms of User Satisfaction through the delivery of the Total Victim Care action plan and sustained supervision around complying with the Victim's Code of Practice, (VCOP) Merton has continued to see excellent performance in the overall satisfaction levels for victims of crime in Merton. During January Merton was best in the MPS but was again beaten into second place after last month's data was published. Merton remains joint second in the MPS at 83.3%, with only Sutton Borough ahead at 84%.

Overall ASB calls are down 7% and confidence figures continue to show that residents of Merton feel that the police tackle ASB more effectively than in other Boroughs. However, there has been an increase of 17.7% in repeat callers. The increase is predominantly down to callers experiencing issues of mental health and represents a challenge across the Safeguarding Adults piece.

Merton has had 30 crimes reported this year to date where a race or religious flag has been added. This equates to around three offences per week, which is consistent with previous performance. Year on year performance should improve following a spike last year after the Lee Rigby murder. Most of those are incidents of ignorant and insensitive name calling. There are no serious overt incidents of racially motivated offending.

The positive news is that 15 of the offences reported this year have resulted in a sanction detection. This represents a percentage of 50% which is the best of any borough in London.

The number of stop and searches for the period May 13 to April 14 was 3355. This compares to 5986 for May 12 to April 13. This is a reduction of 2631 searches. At the same time the percentage of people arrested as a result of stop and search has

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risen from 15.9% to 19.9%.

Disproportionality has also improved between the two periods with a reduction from 2.7 to 2.4 for the ratio of black to white stop searches and 1.3 down to 1.0 for Asian to white searches. This figure is arrived at using a rather complicated formula but basically the lower the number, the better.

The reduction in numbers of searches, the percentage resulting in arrest the disproportionality ratios are easily the best in the West area and some of the best for London.

The Local Policing Model is now at the review stage and the borough has new recruits. There are 13 more recruits than there should be. Chief inspector Lawrence also reported that he is working with P.Cs on engagement and confidence building. The Met wants to engage with one million Londoners and locally wants to engage with the local community.

Questions:

**Has the World Cup resulted in an increase in drunken behaviour?** CI Lawrence reported that there has not been an increase in anti social behaviour and extra p

**What is being done about burglary?** Intense undercover work is being done to catch the thief who is targeting high value properties.

**Why is there an increase in numbers and what support do Domestic Violence victims get?** The police pursue victim less prosecutions and work with a range of agencies to support victims through it. It is not clear why there is a rise in this crime type, however theories include: alcohol or financially related, more willingness to report the crime. However arrests are being done quickly and every effort is being made to reduce repeat victims. The police is working in partnership with other agencies to provide support.

**How does the police deal with mental illness?** The Police are working with safeguarding adult social care staff and the Clinical Commissioning Group. Staff are being trained to give them a better understanding to recognise mental health when dealing with the community and colleagues.

Is data available from other boroughs? CI Lawrence asked the JCC to give clarity about the data that it wants to have presented at future meetings. He responded that the public attitude data does not break down by communities, ward data is available.

**Is the community being used to train P.C.s?** Merton is designing probation training and offers of engaging with local communities are welcome.

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**What is being done about Asians being targeted for robbery?** A special project was implemented across the Met and incidents in the borough have decreased.

**Where is the DV after care plan?** Total Victim Care has improved and victims are treated sensitively. The Community Safety and Violence Advisor support people.

A request was made to include Hate crime figures. CI Lawrence asked the JCC to confirm the data that it wished to have presented to future meetings.

**RESOLVED:** Evereth to write to the JCC and ask for requests which will then be forwarded to CI Lawrence.

**Is the decrease in crime due to police efficiency and are the crime statistics affected by people from abroad?** Efficiency has played a part also companies have improved the security of items such as mobiles and car by the use of tracking devices. Also the Safer Schools Officers have had a big impact on keeping youth crime. The borough has a changing population but no one community contributes more than another. There has been an increase in the borough's BAME population but crime is decreasing.

It was suggested that the police should work more closely with the mosques to give crime prevention advice. CI Lawrence confirmed that the police already engages with the borough's mosques on any incident likely to impact the Islamic community. The police are also trying to recruit young Asian men.

## **8. Equality Strategy 2013-17**

Evereth Willis gave an update on the implementation of the Equality Strategy 2013-17. The report was well received.

Item 3.4.1 relating BAME engagement was positively received. However it was noted that financial support was required for the BAME Forum and it was suggested that consideration be given tot making the BAME Forum and independent body.

Clarity was sought on action 1.2.14 relating to Public Health's work on targeting obesity in children.

**RESOLVED: Evereth to get an update from Public Health**

Concern was expressed about the lack of BAME staff in senior positions in the borough. The JCC asked the HR attend the next meeting to give an update on the staff profile outlining the number of BAME staff and their grades and give details of proposals to increase the proportion of BAME staff in senior officer grades.

**RESOLVED: Evereth to invite representatives from HR to the next meeting**



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**9. Safer Neighbourhood Boards**

Abayah Savage presented an update on the first meeting of the SNB. The board met for the first time in April. It is still not clear what the function of a SNB will be and training is still to be done. Each meeting two member areas will be invited to give a presentation outlining the concerns of the respective community.

The July meeting will have a report on business crime. The JCC was urged to tell Mr Savage what it wants him to report to the SNB and he in turn will provide feed back. The public meetings with the police, 'Face the People' are still happening with the Chief Executive of Merton Council and the Police Borough Commander.

**10. AOB**

None.

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# Individual Electoral Registration (IER)

Joint Consultative Committee for Ethnic  
Minorities 24<sup>th</sup> September 2014

Tim Revell

Interim Head of Electoral Services

YOUR VOTE MATTERS

MAKE SURE YOU'RE IN



# Individual Electoral Registration (IER)

## A change has come:

## How you can get involved

**YOUR VOTE MATTERS**

**MAKE SURE YOU'RE IN**



# Individual Electoral Registration (IER)

*A major change in voter registration has taken place this year.*

*You are key in helping us ensure all local residents are part of the change.*



**YOUR VOTE MATTERS**

**MAKE SURE YOU'RE IN**



# What is Individual Electoral Registration?

The way people register to vote has changed in 2014

- This new method of registration is called Individual Electoral Registration (IER)
- The change means:
  - people can register online
  - people will need to register themselves – in the past forms were sent to the ‘head of the household’ who would register those living at the address
  - some people will need to re-register

**You need to be registered in order to vote in elections and referendums**

**YOUR VOTE MATTERS**

**MAKE SURE YOU'RE IN**



## Who we are

Electoral Services are responsible for:

- Managing electoral registration in Merton
- Ensuring the register is as complete and accurate as possible
- Implementing the change in the registration system

**YOUR VOTE MATTERS**

**MAKE SURE YOU'RE IN**



# What we need help with

We need help getting people registered

- Most people who are registered to vote have been automatically transferred to the new register
- BUT around 10.5m people have not been transferred and need to re-register
- There are also 6 to 8.5m people missing from the register so can't vote
- Those who are missing from the register are more likely to be from certain groups including ethnic minorities

**YOUR VOTE MATTERS**

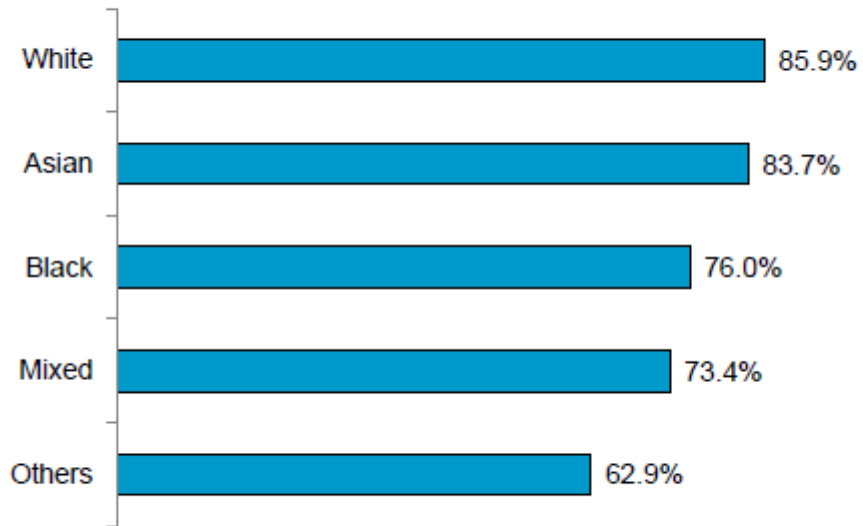
**MAKE SURE YOU'RE IN**





# Recent research

Figure 10: Completeness by ethnicity - February/March 2014 local government registers.



Base (unweighted): 9,601.

**YOUR VOTE MATTERS**

**MAKE SURE YOU'RE IN**



# Be part of our campaign to let people know

- We wrote to all residents in August to let them know about the changes
- We are raising awareness by national and London wide advertising
- There will be national advertising ahead of the 2015 UK general election
- Lots of organisations are getting involved

**YOUR VOTE MATTERS**

**MAKE SURE YOU'RE IN**



# What are we encouraging people to do?

- During the write-out we asked people to look out for their letter and re-register if they need to
- On an on-going basis we want unregistered people to join the register, which they can now do easily online
- Messages with the public were tested and found that they were most motivated to register by:
  - Not losing their vote
  - There being a change to the system
- Our messages to the public focus on using these factors to get people to take action

**YOUR VOTE MATTERS**

**MAKE SURE YOU'RE IN**



## Why should you get involved?

- Some ethnic minorities are more likely to be missing from the register
- Your organisations have unique influence and contact with the members you represent
- You can enable all your members to have a say in elections and referendums
- You can raise your profile by helping your members to become aware of the issue and take action
- You will be part of a national campaign for an historic change

**YOUR VOTE MATTERS**

**MAKE SURE YOU'RE IN**



# How can you help?

- Provide leaflets on how to register
- Display posters
- Include text in your newsletters, magazines or other communications
- Add banners and links to your website
- Raise the topic at meetings and forums
- Talk to other influential contacts

We can provide materials you can use

**YOUR VOTE MATTERS**

**MAKE SURE YOU'RE IN**



# THANK YOU

[Register to vote - GOV.UK](https://www.gov.uk)

[Electoral.services@merton.gov.uk](mailto:Electoral.services@merton.gov.uk)

**Tel 020 8545 3407**

**YOUR VOTE MATTERS**

**MAKE SURE YOU'RE IN**



## BUT I THOUGHT I WAS ALREADY REGISTERED TO VOTE?

If you have registered yourself at your current address since 10 June 2014 in England and Wales or 19 September 2014 in Scotland – and you have not moved home since – you will be registered to vote under the new system.

You will also be registered to vote if you received information at your current address telling you that you are registered under the new system. If you are unsure whether you are registered under the new system, contact your local electoral registration staff.

## WHAT IF I DON'T REGISTER?

Not only will you not have a say at future elections and referendums, but if you don't respond to requests for information from your local electoral registration staff offices you could be at risk of getting fined £80.

The registration system has changed and even if you were registered in the past you may need to register again now.



**YOU NEED TO BE  
REGISTERED IN ORDER  
TO VOTE.**



**YOUR VOTE MATTERS  
MAKE SURE YOU'RE IN**



## HOW DO I REGISTER?

Registering to vote is straightforward.

- 1 Go to [www.gov.uk/register-to-vote](http://www.gov.uk/register-to-vote)
- 2 Fill in your name, address, date of birth and a few other details. You'll also need your National Insurance number, which can be found on your National Insurance card, or in official paperwork such as payslips, or letters about benefits or tax credits.
- 3 Look out for confirmation from your local electoral registration staff to say you're registered.

If you don't have access to the internet or can't use it, your local electoral registration staff will be able to help you to register.



## ABOUT VOTER REGISTRATION

You need to register in order to be able to vote in elections and referendums. The way you register to vote has changed in 2014.

The new system means:

- You can now register online.
- Everyone has become responsible for registering themselves. Under the old system the 'head of every household' could register everyone who lived at their address.
- You need to provide a few more details to register – including your National Insurance number and date of birth. This is to make the electoral register more secure.



## WHY SHOULD I REGISTER?

To vote: You need to register in order to be able to vote. If you aren't registered to vote, you won't have the chance to have a say on who represents you.

Some people also register to vote because they want to apply for credit. This is because credit reference agencies use the register to confirm where someone lives when they apply for credit in order to counteract fraud.





**Committee:** Joint Consultative Committee with Ethnic Minority Organisations

**Date:** 24 September 2014

Wards: All

**Subject:** Black, Asian and Minority Ethnic (BAME) Voice – Update

Lead officer: Kate Herbert, Head of Policy, Strategy & Partnerships

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

Contact officer: Kate Herbert, Head of Policy, Strategy & Partnerships  
([kate.herbert@merton.gov.uk](mailto:kate.herbert@merton.gov.uk)/ 07973 866447)

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## Recommendations:

- A. That members of the Joint Consultative Committee with Ethnic Minority Organisations (JCC) note the Black, Asian and Minority Ethnic (BAME) voice activity that has taken place since their last meeting and the events planned over coming weeks.
- 

## 1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. To provide members of the Joint Consultative Committee with Ethnic Minority Organisations with an update on the Black, Asian and Minority Ethnic (BAME) voice activity that has taken place since their last meeting and the events planned over coming weeks.

## 2 DETAILS

- 2.1. At their meeting in March 2014 the Joint Consultative Committee with Ethnic Minority Organisations considered a proposal for a project to explore concerns about capacity within the BAME voluntary sector to support BAME voice and capacity building. The JCC expressed concerns about the need for an additional piece of research, stressing that sufficient information was already available, and requested that a public meeting be called to discuss the proposed project.
- 2.2. Timing constraints in the run up to the local elections in May prevented an earlier date, so the extra JCC meeting was held on 23 July 2014, at the civic centre. A note of the discussion is attached at Appendix I.
- 2.3. The extra JCC meeting agreed that a community meeting should be held to bring together a wider group of representatives of the BAME community to seek their views on what is needed to promote BAME voice and capacity building in Merton.
- 2.4. A small steering group involving Fitzroy Dawson, Hannah Neale, Grace Salmon, Edward Maliki and Lola Barratt, supported by Kate Herbert and Evereth Willis from Merton Council, oversaw the planning on a public meeting, which took place on 9 September 2014.
- 2.5. The event was held at the Positive Network Centre and was facilitated by Carol Campayne and Paul Anthony from Diversity Practice. The Leader of

the Council opened the event, welcoming the 47 people who attended and took part in discussions.

2.6. The session explored a number of themes:

**With regards to the BAME Voice...**

- Your personal Leadership story
  - Does the BAME Voice in Merton matter to you?
  - If so why?
- Your Leadership Stake
  - What's your personal vision for the BAME Voice in Merton?
- Your Legacy
  - What's the Legacy that you want to create around this agenda?

**BAME Voice - Yesterday & Today**

- Looking back what have been the 3 key achievements of the BAME Voice in Merton?
  - Individual Leaders
  - Community or faith-based organisations
  - Umbrella voluntary sector organisations
- Today, what are the 3 most significant challenges getting in the way of success?
- What are the 3 critical needs that the BAME Voice should address?

2.7. The notes gathered from flipcharts and discussions of these themes are provided at Appendix II.

2.8. There was a great deal of energy, commitment and enthusiasm for taking the discussions further, however we ran out time. It was agreed that a further session was needed to continue the exercise and the council agreed to resource this. The second session will be organised for the end of October/ early November.

2.9. A further update will be brought back to the JCC after this event.

**3 ALTERNATIVE OPTIONS**

3.1. We could choose not to hold a second session but this would lose the momentum and commitment of those involved to date.

**4 CONSULTATION UNDERTAKEN OR PROPOSED**

4.1. The event was publicised through the council's website, Merton Connected website and newsletter, and various community mailing lists held by the council.

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

- Appendix I – Note of the extra JCC Meeting on 23 July 2014
- Appendix II – Notes from the BAME Voice event on 9 September 2014

**6 BACKGROUND PAPERS**

6.1. None

**Note of the extra JCC Meeting on 23 July 2014**

**Joint Consultative Committee with Ethnic Minority Organisations  
Discussion regarding BAME Voice  
23 July 2014**

Present: Councillor Edith Macauley, Councillor Adam Bush, Councillor Abdul Latif, Abayeh Savage, Lola Barrett, Dr Aru, Zo Neufville, Andrea Colquhoun, Safet Vukalic, Hannah Neale, Fahim Akhter, Patricia Anderson, Saleem Sheikh, Mohammed S. Sheikh, Edward Maliki, Eula Valentine, Andrew Wakefield, Beau Fadahunsi and Kate Herbert.

**Summary of points made during the discussion**

- There was some discussion about whether there was a need for a collective BAME voice in the borough and different views were put. On balance there was support for a collective BAME voice.
- There was a question about whether the BME Forum was the right mechanism to channel the collective BAME voice. It was suggested that a community meeting – in a community venue – should be held to bring together a wider group of representatives of the BAME community to seek their views on what is needed to promote BAME Voice and capacity building in Merton.
- It was queried whether the BME Forum was just for the Black community or if it included the Asian community. Those involved in the BME Forum confirmed that the BME Forum did include the Asian community and indeed other ethnic minority groups. It was suggested that the BME Forum should be renamed the BAME Forum to avoid confusion.
- If this meeting takes place, an independent facilitator should lead the meeting and should be independent of local groups.
- The Council offered to pay the expenses of room hire, refreshments and facilitators for the event.
- The question was raised about how a renewed BME/ BAME Forum could be resourced and it was suggested that it may be eligible for Strategic Partner Funding. Strategic Partner funding is aimed at a) strategic support services for the voluntary and community sector, including umbrella organisations providing voice, advice and capacity building support; and b) cross-cutting accredited advice and advocacy services. The council is consulting until 27 August on the criteria.
- The Strategic Partner funding criteria should reflect the fact that 35% of the population are BAME and that this population is growing. The Strategic Partner Fund should fund cohesion, integration and access.
- It was noted that there is an application process for the Strategic Partner grant funding and that any bid for whatever solution the community seeks to put in place will have to be judged against the criteria for the fund and in context of other bids received.

- Recognise that the BME Forum and the JCC provide different formats for exploring issues affecting the BAME community and that there is a need to ensure that the BME Forum and the JCC complement each other. There is a need to reinvigorate the JCC and get better attendance. There is also a need to ensure that there is wider participation in community settings.
- There is a need for support to deliver the BAME Strategic Plan.
- There is a gap in the services for BAME case work in the borough and no organisation to gather facts and figures to challenge public services. Similarly, there is no third party reporting programme in the borough.

Next steps:

- Kate Herbert, Lola Barratt and Patricia Anderson to meet to make arrangements for a meeting(s) – via the mechanism of the B(A)ME Forum – to bring together a wider group of representatives of the BAME community to seek their views on what is needed to promote BAME Voice and capacity building in Merton. The scheduling of the meeting(s) will take into account the timetable for the Strategic Partner funding stream.
- This meeting(s) will take place in community settings, not in the council chamber, and needs to be clear about what it wants to achieve.
- The Council will cover the expenses of room hire, refreshments and facilitators for the event.
- The Strategic Partner funding criteria should be amended to reflect the fact that 35% of the population are BAME. The Strategic Partner Fund should fund cohesion, integration and access. This will be fed into the consultation

## Notes from the BAME Voice event on 9 September 2014

**With regards to the BAME Voice...**

- Your personal Leadership story – Does the BAME Voice in Merton matter to you? If so, why?

- Yes - voice enables support; prevent isolation.
- Yes – Black organisations tend not to be as stable and don't get funded. Collective voice can improve things.
- Yes – because I am black, been here a long time and worked hard.
- Leadership story: collaboration – get things done by working together.
- Yes – more difficult to communicate with others.
  
- We live in a very divided community.
- Lived here since 60s; want to feel part of Merton and feel valued.
- BAME communities exist in significant numbers and at the moment are not represented fully in the decision making processes which affect their life.
- Yes – the BAME voice does matter because we are underrepresented in the wider community and if we want something done or need things to change we have to have a voice in order to be heard.
- Concept of BAME voice does not exist at present. Therefore, communication and positive listening essential.
- It will contribute towards continuous improvement and access to services.
- Health and wellbeing, prosperity, community cohesion.
- It is important to influence change.
- Ensuring that BAME groups are supported and people empowered in community action.
  
- It is important for our younger generation to attend organisations like this, so our different ethnic backgrounds is not a barrier.
- BAME voice is important as they represent a large community. If we don't hear from them we will not find out about issues, problems and needs.
- Important; live; entitlement. Riot of the unheard. Don't know what the needs are.
- Having a voice must also deal with injustice.
- Many in our communities have no voice.
- If you have no stake in society it is dangerous.
- Without a voice we have no stake in Merton.
- BAME voice matters to me because I live and work in Merton and I plan to have a family in Merton.
- 'A riot is a voice of the unheard' (Martin Luther King).

- People matter to me.
- BAME voice matters as well as overall voice of Merton. Why? To create relevant projects.
- Community cohesion.
- Creates diversity and Equality.
- It is important. Yes, it is big, voice should be heard.
- Find the appropriate aims and objectives; bringing the community together; community cohesion
- Catalyst for change to live in a fairer and equal society.
- To promote social cohesion and integration and put away segregation and discrimination.
- 35% [of Merton's population] is a big chunk. We need to be consulted on issues that affect our lives.
- Working together with one voice.
- Understanding each other's backgrounds and needs.
- Make sure public services meet BAME needs.
- We should play with everyone even if they are black or are less able. Always try your best in everything.
- Giving our children a sense of identification of themselves, what their roots are, where they belong to and should be proud of their identity.
- BAME voice matters yes.

**With regards to the BAME Voice...**

- Your Leadership Stake – What's your personal vision for the BAME Voice in Merton?

- Globalisation has changed access to information and we should learn from this and come together. Have events to find a common ground to come together.
- Richness of different cultures coming together in the same way as when we were colleagues.
- Leaders should lead their membership to think about and understand other cultures.
- Replicate the diversity of my church. BAME voice should include all different backgrounds.
- It will be heard and respected.
- Shared knowledge, skills.
- Positive changes will commence.
- That in time (not too long) a separate organisation for BAME communities will not be necessary. We will finally be AT HOME.

- Strong organisations working well with others.
- Need to have a co-ordinated approach to BAME matters.
- Be heard and be respected.
- Want to see everyone happy and confident.
- People to get together.
  
- Unity on the basis of need not skin colour.
- Justice and accountability at every level.
- I would like to see a voice of BAME which represents all the community in Merton.
- To create a bridge between generations and various cultures so that all members of the BAME are connected.
- Inform the younger generation about it a little bit more.
- Buildings and books.
- Personal vision is that BAME should be a part of the decision making process.
- That I employ my successor!
- Fit for purpose.
- Raise education levels/enterprise/socio-economic sector on par with other boroughs and to offer services to ensure this happens.
- Services that are relevant and appropriate 4 BAME community.
- Relevant services.
  
- Respect and play with everybody. We are all human beings.
- Place where can go to raise issues/problems - & know something will happen as a result.
- BAME could be a way of sharing your skills and improving the overall look of mixed communities.
- To have one BAME voice that matters.
- Young people engaged and involved in the conversation.
- LEADERSHIP – giving local people to voice matters that applies to daily living.
- Personal leadership – “what does the BAME voice look like?” What should it look like?
- Black and Asian friends be good and play with everyone.
- It is a way of building relationship with other than your own culture and it will help in socialisation and mixing of different communities.
- A group to take collective BAME views to the council (at the moment it is fragmented and no action taken).

**With regards to the BAME Voice...**

- Your Legacy – What’s the Legacy that you want to create around this agenda?

- Spread the word.
  - Creating a community base for the children in the future.
  - For our children to know that we tried to do something.
  - Everyone is equal and not separate.
  - Awareness that we are all the same.
  - Barriers broken – more interaction between community groups.
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- BAME community will lead (not always playing catch-up).
  - An end to tensions between voluntary and community groups about this issue.
  - The BAME communities not engaged are reached out to and brought into the process.
  - Establishment of the road map for continuous improvement.
  - Better facilities and opportunities for BAME. Total integration.
  - Make Merton a better place to live.
  - The legacy I want to create is to leave a historical record of the journey the BAME communities have made in settling in Merton.
  - Want to see a community with respect and confidence.
  - Leave MVSC with this issue – on the way to resolution.
  - To leave a positive legacy for the younger ones growing up to pass on to the future generation just how my parents and their foreparents stood up for what they believed in, and to never “give up the fight”. Also, to live in harmony.
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- To leave a community structure of equal opportunity and involvement.
  - Co-operation in hospitals. Not as many managers.
  - An education system where all members of various cultures work together to achieve.
  - A Merton and London, in general, that is more inclusive and equal to all people of all backgrounds.
  - Young people and children having a say/stake in their futures.
  - That we deal with social and economic injustices in Merton i.e. stop and search.
  - That we hold people in power to account and train ourselves to do so.
  - That we create opportunities for the young and old for growth and development.
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- BAME is mainstreamed.
  - Something that is a sustainable system.
  - Something to bring the whole community together.
  - Whatever disparities/inequalities there are, are met.
  - Equalities of N and E Mitcham to be realised.
  - A robust system in place for continuance of the BAME voice.
  - More inclusive community.
  - Evolving/new ethnic groups have a voice.



- Make a less disadvantaged borough. Create successful projects to fill in skills gap.
- More inclusive community.
- A BAME voice that is sustainable and representative and brings the voice of day-to-day people.
- Engagement with all communities and age groups.
- A place where you will feel you are fairly treated without prejudice and without discrimination.
- A borough that is inclusive of all people.
- A place where I know people will respect me and value and respect my belief and culture.
- That my children will have a voice that matters.
- Leadership stake - single voice which is effective.

### **BAME Voice - Yesterday & Today**

- Looking back what have been the 3 key achievements of the BAME Voice in Merton? (Individual Leaders, Community or faith-based organisations, Umbrella voluntary sector organisations)
  - Individual – Mr Stanislaus, South London Tamil Welfare Association leader – ability to bring people together.
  - Racial Equality Council – brought together migrant communities. Represented Black voice well in 1980s and 90s.
  - Merton Unity Network – BAME Strategic Plan – first one developed nationally.
- Positive network.
- Members of BAME becoming Mayors, Deputy Mayors and councillors.
- High grades attained by BAME children.
- Colleges have improved.
- Merton BAME Strategic Plan.
- Lots of new BAME councillors.
- Lots of BAME volunteers running groups for their community.
- Strong BAME organisations that laid the foundations for others to build on.
- Freedoms to practice faith/share views.
- Violence free community.
- Community togetherness/EMC.
- One-stop shop.
- Recognition.

### **BAME Voice - Yesterday & Today**

▪ Today, what are the 3 most significant challenges getting in the way of success?

- Different times – racial discrimination and attacks have reduced; legislation to protect people has resulted in less need to fight.
- Need to ensure Asian community is engaged in the conversation. The leadership is missing.
- Getting young people to be involved.
- Still have discrimination.
- Youth involvement in leadership and different communities involvement.
- Challenges in inequality.
- Lack of resources including funding.
- Cuts disproportionately affecting those who are poorest - % BAME are in deprived areas.
- Difficulty in engaging communities (BAME) in services/activities.
- Finance! Distribution of finance.
- Equality – lack of equality.
- Understanding each other's views and aspirations (communication).
- Funding.
- Communication.
- Accommodation/premises.

### **BAME Voice - Yesterday & Today**

▪ What are the 3 critical needs that the BAME Voice should address?

- Leaving legacy – an asset entrenched in society.
- Challenge young people to have dreams and aspirations.
- Knowledge of the needs of various communities.
- Dealing with gangsters.
- Fear of crime.
- Advisory group for LBM/CCG/NHS/Police at policy-setting/pre-commissioning stage.
- Stop doing research – act on what we know.
- More data.

- Programmes that facilitate/enable people from diverse communities to come together to learn and solve common issues/needs.
- Mental health issues.
- Education.
- Employment.
- Getting our voice heard.
- Younger generation.
- Equality/ disadvantaged people.

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# Agenda Item 8

<b>Date of meeting: 24<sup>th</sup> September 2014</b>		<b>Agenda Item: TBC</b>
<b>Title of report:</b>	<b>Recruitment of Senior Officers</b>	
<b>Lead Director:</b>	<b>Caroline Holland</b>	
<b>Lead Officer:</b>	<b>Dean Shoesmith</b>	
<b>To which strategic theme(s) does this item relate?</b>	Sustainable communities	No
	Safer & Stronger communities	No
	Healthier Communities	No
	Older People	No
	Children & Young People	No
	Corporate Capacity	Yes
<b>Is this item for:</b>	Information only?	No
	Discussion?	Yes
	Decision?	Yes
<b>If this report is for decision, please list the recommendations that you are making to CMT</b>	1. To note the current workforce profile of senior managers in Merton	
	2. To note and agree actions to improve the representation of senior managers who are from a BAME background.	
<b>Is this report intended to...</b>	Come back to CMT?	No
	Go to Leader's Policy Group?	No
	Go to Cabinet?	No
	Go to Council?	No
	Go to Overview & Scrutiny?	No
	Go to the LSP?	No

## Joint Consultative Committee for Ethnic Minorities

Date: 24<sup>th</sup> September 2014

Agenda item:

Subject: Recruitment of senior officers

Lead officer: Dean Shoesmith, Head of Human Resources

Lead member: Cllr Mark Allison.

### Recommendations:

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- A. To note the profile of the senior workforce of the Council.
  - B. To note and agree actions to ensure the Council is as representative as possible amongst the senior manager workforce.
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## 1. Purpose of report and executive summary

- 1.1 Members of the Joint Consultative Committee have requested a breakdown of the BAME profile of the Council's senior manager postholders. This report provides data relating to the BAME background of Merton's senior managers and benchmarking with other London Boroughs.
- 1.2 Actions to improve the representation of BAME postholders amongst senior managers are outlined in the main report.

## 2. Details (high-level overview)

- 2.1 The population of Merton includes a profile of 25% BAME residents and 75% non-BAME residents (source – official Government statistics). It is important that the Council's workforce is representative of the community we serve in order to provide as responsive a service as possible.
- 2.2 Regular workforce data collection is undertaken and monitored using two main methods:
  - (i) The Merton performance information dashboard, and
  - (ii) Monthly HR metrics reporting to the Corporate Management Team (CMT)

In addition, Departmental Management Teams (DMTs) are provided with and review equalities data (amongst other workforce information) on a monthly basis to monitor the profile of the workforce.

- 2.3 Table 1 overleaf provides details of the profile of the Council's senior managers. There is a trend for the lower range of senior manager grades to reflect people from a BAME background – in particular concentrated around the range MGA (the lowest senior manager grade) to MG2. From MG3 and above there are no recorded BAME postholders

as detailed in the table. However, there is some degree of non-reporting ethnic origins and this issue is addressed in the recommended actions at section 2.9 of the report.

## 2.4 Profile of the Council's senior manager workforce by grade and BAME background

Table 1

<b>Grade</b>	<b>BAME</b>	<b>Non BAME</b>	<b>Not known/Not provided</b>	<b>Grand Total</b>	<b>% Not known/Not provided</b>	<b>% BAME</b>	<b>% Non BAME</b>
Mgt Grade A	2	12		14	0.00%	14.29%	85.71%
Mgt Grade B	5	18	4	27	14.81%	18.52%	66.67%
Mgt Grade C	4	13	4	21	19.05%	19.05%	61.90%
Mgt Grade 1	2	12	1	15	6.67%	13.33%	80.00%
Mgt Grade 2	4	11	1	16	6.25%	25.00%	68.75%
Mgt Grade 3		2	1	3	33.33%	0.00%	66.67%
Mgt Grade 4		3		3	0.00%	0.00%	100.00%
Mgt Grade 5		3	1	4	25.00%	0.00%	75.00%
Director		4		4	0.00%	0.00%	100.00%
CE		1		1	0.00%	0.00%	100.00%
<b>Grand Total</b>	<b>17</b>	<b>79</b>	<b>12</b>	<b>108</b>	<b>11.11%</b>	<b>15.74%</b>	<b>73.15%</b>

2.5 In terms of how Merton's position benchmarks with other London Boroughs, data from London Councils shows that an analysis of the top 5% earners for the proportion of BAME postholders is in a range from 2.9% to 27%. The mean average is 14.7%. Therefore, in terms of Merton's position against the other 32 London Boroughs the Council is slightly higher than the mean at 15.7%; although short of an upper quartile position. The 15.7% proportion of senior managers from a BAME background has increased in the last two years. The position in September 2012 was 11.1 % senior managers were from a BAME background and therefore there has been an increase of 4.6% in the two-year period 2012 to 2014. As the Council has entered into shared service arrangements this has some impact upon the profile of senior managers as well, with TUPE (Transfer of Undertaking Protection of Employment Regulations) applying.

2.6 The Council as a whole has seen a reduction in the overall number of staff employed from a BAME group and is slightly below the desired target for the last 12 months. The total BAME workforce is currently 20% whilst the target is 22%.

## 2.7 Actions

2.8 Whilst progress has been made to increase the BAME profile amongst senior managers (an increase of 4.6% - see 2.5 above) the percentage is still below that of the whole workforce (20%). Therefore, actions are being taken to address the gap.

2.9 Departments have been asked to remind staff (including senior managers) to review and update their personal details within i-Trent (HR information system) through self-service to ensure that the Council has as full and accurate details of the workforce profile as possible. This will be reviewed monthly to assess if the position has improved through analysis of the data and, if not, further actions and considerations will be taken forward. This to include positive action measures where possible and appropriate.

2.10 Departments (through DMT meetings) were asked to review their actions and targets. Community and Housing and Children, Schools and Families are exceeding the corporate target of 22%. The BAME equality measure has been discussed at Environment and Regeneration (E&R) and Corporate Services DMT meetings to identify how they can improve the targets within these areas. Within both of those departments it is understood that it is harder to achieve movement on equality measures whilst the organisation is subject to workforce reduction but this remains a consideration for the departments when re-organising and recruiting through the use of equality impact assessments and good practice.

2.11 The Council has commissioned a new leadership and management development programme with educational content aligned to the Institute of Leadership and Management (ILM) and at different levels: 3 (A-level equivalent), 5 (degree equivalent) and 7 (post-graduate equivalent). The content includes a range of development measures including: identification of personal development needs, personal development of first line managers, "being a leader", "future leaders" and leading equality and diversity. These development programmes are specifically designed to increase the capacity, knowledge and skills of the workforce to enable them to develop and progress in the Council. In particular, the dedicated "being a future leader" and "future leaders" programmes are designed to nurture workforce talent to become future senior managers, including improving the representation of senior managers from a BAME background. The leading equality and diversity programme is aimed to support the Council's managers to address equalities and diversity, including the representation of BAME staff across the workforce.

2.12 Further development has also been taken at a departmental-level with a BAME managers' development programme in Community and Housing, as an example. Another such example is a Children, Schools and Families coaching and mentoring group led by the director for BAME middle managers with a view to development in preparation for senior manager roles.

2.12 The Council has developed a new Workforce Strategy that also seeks to address workforce equalities issues as one of the key strategic deliverables for the period 2014-



2018, set within the context of local government austerity and the significant financial challenges faced by the Council. A programme of key actions for equality and diversity are being developed as part of the overall strategic plan.

### **3. Alternative options**

3.1 None for the purposes of this report

### **4. Consultation undertaken or proposed**

4.1 CMT and DMT are regularly consulted with regarding workforce profile information and also the contents of leadership, management and diversity development programmes.

4.2 Further consultation, analysis and review also occurs at the corporate equalities group chaired by the director of children's schools and families. This report was reviewed and contribution made to it by the corporate equalities group prior dispatch to this Committee

### **5. Timetable**

5.1 Monthly analysis, monitoring and reporting occurs across the Council as set out in the main body of the report above.

### **6. Financial, resource and property implications**

6.1 The leadership and development programme referred to at paragraph 2.11 of this report is being delivered within the allocated corporate budget for learning and development.

### **7. Legal and statutory implications**

7.1 The Council can lawfully take positive action with the auspices of the Equalities Act 2010 to address shortfall in the representation of the Council's workforce in comparison with the residents served.

### **8. Human rights, equalities and community cohesion implications**

8.1 These are addressed in the main report above

### **9. Risk management and health and safety implications**

9.1 None for the purposes of this report

### **10. Appendices – the following documents are to be published with this report and form part of the report**

10.1 None

**11. Background Papers – the following documents have been relied on in drawing up this report but do not form part of the report**

11.1 None

**12. Report author**

Name: Dean Shoesmith, Head of Human Resources  
Kim Brown, Joint Head of Policy Development

– Tel: 020 8545 3370 / 4145

– email: [dean.shoesmith@merton.gov.uk](mailto:dean.shoesmith@merton.gov.uk)

[kim.brown@merton.gov.uk](mailto:kim.brown@merton.gov.uk)