

Committee: Joint Consultative Committee with Ethnic Minority Organisations

Date: 9 June 2010

Agenda item: 8

Wards: All

Subject: Refresh of Merton's Black Asian and Minority Ethnic (BAME) Strategic Plan (2010 -2013)

Lead officer: Ben Harris, Head of Policy, Partnerships and Communities

Lead Partner: Merton Unity Network (on behalf of Merton's BME Forum)

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 progress to date in respect of the refresh of Merton's Black Asian and Minority Ethnic (BAME) Strategic Plan (2010 -2013).
 - B. Considers the draft plan attached at Appendix 1; in particular the key thematic priorities and actions presented for inclusion within the Plan.
-

1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. To consult the Joint Consultative Committee with Ethnic Minority Organisations; giving the Committee the opportunity to participate in the development of the refresh of the BAME Strategic Plan 2010-13.

2 DETAILS

- 2.1 This is the second report to the Joint Consultative Committee (JCC) on Merton's BAME Strategic Plan (2010-2013). The first report was considered by the JCC at its meeting on the 21 October 2009, from which followed a series of consultation events and individual interviews held with partners from the voluntary, statutory and private sectors. On 27 January a further update was given to JCC and the representatives were asked to provide their comments on the draft plan.
- 2.2 Consultation is still in progress. In the interim, the first draft of the refreshed Plan was produced on the 17 February 2010 for consideration by the BME Forum and a Seminar 'No change No Gain?' was held with stakeholders on Friday, 26th February 2010. At the seminar there were approximately 80 people and seven thematic workshops, deciding (from a long list of issues) the key priorities; and helping to find solutions to support the refresh of the BME Strategic Plan. Each thematic workshop then had to respond as follows:

- What are the four (or 5) key priority issues that they can change?
- How can the voluntary sector help to achieve the change?
- What are they currently doing to achieve this?

Following the Seminar, the BME Forum consulted further, through its Peer Support Network sub-thematic groups and with specialist personnel, on the key priorities selected (at the Seminar); from which key actions were identified to meet the overall objectives and key priorities of the Plan.

On 25 March 2010 Merton Partnership Executive Board received its first report on the refresh of Merton's BAME Strategic Plan (2010-13); seeking the Board's participation in the development of the Plan. A second report was requested and was presented to the Executive Board on 25 May 2010, accompanied by a draft of the new BAME Strategic Plan, which identifies a list of issues, priorities and actions and agencies with 'lead responsibility' for meeting some of the key specific priority objectives. It was agreed at that Board meeting that the draft Plan should be circulated to the following thematic groups for their consideration; with the intention of them reviewing and agreeing realistic outcomes and outputs which partners can sign up to and deliver on. This has extended the deadline for consultation to the end September 2010 [See revised timetable at paragraph 5.1].

Merton Partnership Thematic Groups

- Children and young people (Children Trust) – 16 July 2010
- Healthier citizens – 13 July 2010
- Safer and stronger communities – 23 June 2010
- Sustainable communities and transport – 10 June or September 2010

3 ALTERNATIVE OPTIONS

3.1 Not Applicable

4 CONSULTATION UNDERTAKEN OR PROPOSED

4.1. In developing the refreshed BAME Strategic Plan, the Forum has, and will continue to, involve and consult with a number of community, faith and equality groups and statutory agencies and the private sector. A list of the people and organisations interviewed, to date, will be tabled (Appendix 2).

5 TIMETABLE

5.1 A revised timetable is below, which includes the participation of Merton Partnership Executive Board and thematic groups.

1. Consultation period:	October 2009 – September 2010
2. Joint Consultative Committee (JCC) with Ethnic Minority Organisations	21 Oct 2009, 27 Jan 2010, 18 May (letter), 9 June and September

	2010
3. BME Forum (and peer support network sub-groups) receive drafts of the BAME Plan	Ongoing
4. Seminar 'No change no Gain' with key stakeholders	26 February 2010
5. Merton Partnership Executive Board and thematic groups	25 March, 25 May to end September 2010
6. Final Draft Plan adopted by BME Forum	September/October 2010
7. Launch of Plan	November 2010

6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1 The Council's financial constraints may impact on the development of the refresh of the BAME Strategic Plan.

7 LEGAL AND STATUTORY IMPLICATIONS

- 7.1. The BAME Strategic Plan will contribute to the Council meeting its legal obligations relating to equalities legislation.

8 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 8.1. The BAME Strategic Plan contributes to the Council meeting its statutory duties set out in the Corporate Equality Scheme and the proposed requirements of the Equality Bill.

9 CRIME AND DISORDER IMPLICATIONS

- 9.1. None

10 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 10.1. There is a risk to the Council's reputation if it fails to support the Plan.

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

- 11.1 Appendix 1 - Draft of the Refresh of the BAME Strategic Plan 2010-13.
 11.2 Appendix 2 - List of people and organisations interviewed to date (to be tabled).

12 BACKGROUND PAPERS

12.1 Merton's BME Strategic Plan 2006-2009 (summary)

http://www.mertonunitynetwork.org.uk/events_files/finalssummary.pdf

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BAME Strategic Plan 2010-13

7TH Draft – at 14 May 2010**Contents**

FOREWARD.....	2
1. INTRODUCTION	3
2. VISION AND MISSION	6
3. CONTEXT: DEMOGRAPHY AND SOCIO-ECONOMIC POLICY	7
4. STRATEGIC AND ORGANISATIONAL ANALYSIS OF BAME ORGANISATIONS	18
5. KEY ISSUES AND PRIORITY NEEDS FOR ACTION - AS IDENTIFIED BY BAME VOLUNTARY AND COMMUNITY ORGANISATIONS (VCOs).....	20
5.1 Education and Learning	20
5.2 Health and well being.....	24
5.3 Housing and Regeneration	29
5.4 Older People.....	32
5.5 Children and Young People	36
5.6 Unemployment, Skills and Enterprise	40
5.7 Safer, Stronger and Sustainable	43
5.8 Crosscutting Issues and Needs	46
6. KEY CHALLENGES FOR BAME ORGANISATIONS.....	48
7. RESOURCES: MANAGEMENT AND MONITORING ARRANGEMENTS.....	50
8. FEEDBACK FROM BAME FORUM MEMBERS	50
9. GLOSSARY	51
10. KEY DOCUMENTS AND REFERENCES.	52
BAME references in Key local documents.....	53

Acknowledgement

Dedication?

FOREWARD

DRAFT

1. INTRODUCTION

This strategy has been developed on behalf of Merton BME Forum which is an independent, community led collection of voluntary organisations which serve Black Asian and Minority Ethnic communities. The Forum is hosted by Merton Unity Network, an umbrella organisation providing support to the BAME voluntary sector in Merton.

The members of the BME Forum members have indicated that they want a plan which:

- Expresses their aspirations, needs and concerns.
- Provides a clear vision of how the BAME 'sector' can help define and shape the Merton they want to live and work in.
- Helps BAME community organisations work together to develop a co-ordinated approach to service development and delivery.
- Identifies actions which policy makers, service providers and partner organisations can carry out to bring about the vision.

2006 – 2009 Strategy

This document is a refresh of the 2006 strategy which helped to change the way BAME VCOs work, their relationship with policy makers, and their involvement in decision making processes.

The previous strategy:

- Helped identify a shared vision and priorities and actions to address the current issues for communities in Merton.
- Demonstrated that voluntary sector organisations which serve BAME communities can work together to engage with communities and articulate local priorities.
- Raised the profile of the BAME communities in Merton and promoted the need for culturally sensitive community involvement for planning and delivering services.

The 2010 plan aims to build on these achievements by working with local stakeholders to identify forthcoming priorities and plan a programme of activities to help deliver positive outcomes, equality of opportunity, and a fair share of resources for all our communities.

Why do we need a BAME strategy?

The BME Forum supports the improvement of services for the whole community. However, the Forum recognises that a disproportionate level of disadvantage, such as socio economic deprivation, education under-achievement, poor health, injustice and inaccessible services, are still felt more acutely by BAME communities.

The Forum notes that members of BAME communities can find it more difficult to be accepted and integrated into mainstream society and continue to experience disadvantage over generations. But the general consensus is to strive for strength in unity and promote equality and fairness. The guiding principle here is that through unity all disadvantaged communities can be helped to thrive and achieve their full potential and that :

- Services should be sensitive to the needs of all communities.
- Targeted services are provided for groups who experience exclusion from mainstream services.
- BAME Voluntary organisations can provide specialist knowledge and advice needed to achieve better engagement, address gaps in services and help design appropriate services to improve uptake among BAME communities.
- The BAME voluntary sector also plays a key role in connecting communities, so they can jointly respond to their increasingly diverse and complex needs while promoting an equal and cohesive society.

This Plan sets out the strategic direction for the BAME voluntary sector to identify and address key local priorities. These include improving customer services, promoting social justice, enhancing knowledge of local communities to improve the commission of services.

By implementing the principles and recommendations in this plan BAME voluntary organisations can help bring about greater equality for all communities including groups such as Eastern European migrants, Gypsy, Roma and Irish Travellers and other disadvantaged communities from the more deprived parts of Merton.

Method for refreshing the strategy

The strategy has been refreshed using a multi-method approach designed to make the most of the various sources of information available. This has included:

- Over 50 indepth Interviews with key stakeholders.
- Review of local policies
- Statistical Profiles
- An electronic survey of BAME voluntary sector organisations in Merton
- Meetings of the BME Forum to identify key issues.
- Consulting the Peer Support Network
- No Change - No Gain Seminar with 80 participants
- Focus Groups

Terminology: BME, BAME or BAMER

When the Black and Minority Ethnic (BME) Forum was set up in 2005/6, the acronym BME was used as a catch all to refer to Black and Minority Ethnic groups. More recently the more overtly inclusive term 'BAME' has been used to acknowledge the Asian communities within all minority ethnic groups and 'BAMER' to include refugee communities.

The BME Forum supports the use of 'BAME' in this strategy to provide consistency with other policies and strategies. However the BME Forum has no wish to change its own name and wants to preserve a sense of continuity for its members and local communities that represent BAME communities.

More importantly the Forum is aware that discussions about acronyms must not distract attention from the main aims of identifying ways in which BAME communities can help uphold the principle of equality for all and remove barriers to equality.

Terminology: Hard to reach groups?

The term "hard to reach" represents a particular view of communities and gives the impression of distant and disconnected sections of the statutory sector. However frontline staff in the same sector do not consider communities to be hard to reach as they see them on a daily basis.

Similarly members of local communities find the statutory service hard to reach, particularly if they need to access the individuals who are making decisions on behalf of communities.

However there needs to be an understanding that certain communities require more active engagement and outreach if they are to participate in local affairs. the onus is on the statutory sector to demonstrate that engagement is genuine and meaningful and that the contribution of local people can have an impact on local decisions.

2. VISION AND MISSION defined by BAME organisations

OUR VISION: To make Merton

A borough that is fair

A borough where people from all walks of life take part in all aspects of society

A borough with robust participation of all its members

A borough where the BAME voluntary sector works with key partners, such as the statutory sector, to improve opportunities for communities, reduce inequalities and achieve fairness.

OUR MISSION:

To support and enable cultural differences to be recognised and respected, taking care to acknowledge both the contributions and needs of the diverse groups living, working, playing and learning in Merton

As travel, migration and technology increases, the connection between local and global communities and the cultural and population mix in the UK, London, and Merton, have become increasingly complex.

The BME Forum embraces the diversity that globalisation presents, the new mix of ideas, ways of thinking, culture and creativity enrich our lives and economy. The Forum wants to strive for a borough where people of all backgrounds can achieve their aspirations and are able to contribute to borough where **cultural differences are respected** and fair services are sensitive to the needs of all individuals regardless of their cultural background.

The BME Forum believes that this can be achieved by collaboration between statutory sector and grassroots voluntary organisations which engage with members of our communities and embrace the diversity within them. In particular there remains a needs for voluntary sector with specialist knowledge of supporting and working with BAME communities.

3. CONTEXT: DEMOGRAPHY AND SOCIO-ECONOMIC POLICY

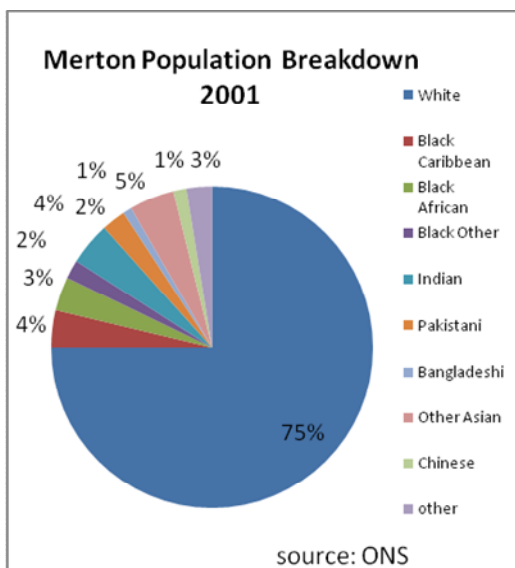
3.1. Demographics: Population Profile

- i. Changes in BAME population
- ii. Age, gender, nationality, religion
- iii. Population distribution, where are the communities.
- iv. Deprivation.

3.2. Socio-Economic Policy

3.1 Population profile

Merton has a growing and diverse population which includes many different communities from a range of different Black, Asian and Minority Ethnic (BAME) backgrounds.



A national census of residents is taken every ten years. At the last census in 2001 Merton had a population of 187,908, with **25% of Merton's residents from a BAME background.**

The census found that the BAME population was higher in the East of the borough as high as 49% in Graveney, Longthornton and Figges Marsh, and as low as 12% in Lower Morden in the west of Merton.

The largest ethnic category is Asian comprising of 11% of the borough and there is also a significant Tamil population which is counted under the "Asian Other" sub category.

The 2001 is increasingly out of date and has not kept pace with recent population changes, due to population growth and migration.

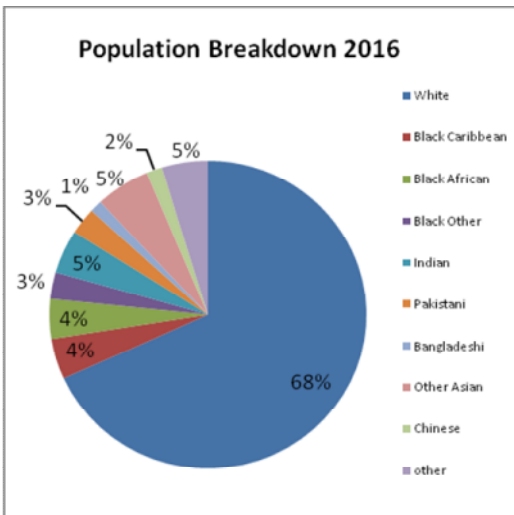
Until the next census the best alternatives are estimates based on a combination of information sources which were often not designed for this purpose, such as labour force survey.

Recent local calculations before the economic downturn indicated that that the official estimates may have underestimated the population by up to 10000 people; much of this underestimation will affect migrants and BAME groups. (MERTON PARTNERSHIP) 1.

i. CHANGES IN BAME POPULATION

Merton’s population has changed since 2001 (at 187,908). By 2008, the best estimate indicated that the population had reached **201,400**, (Office of National Statistics 2008 mid-year estimate) which represents a 7% increase (13000 people). The proportion of BAME communities has also grown since the census and is now almost **30%** of the population (rising from 25%); forecast to rise to **32%** in 2016 (DMAG).

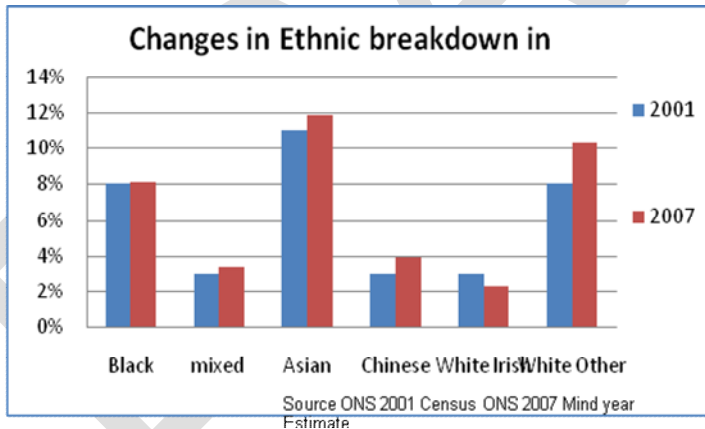
This rise is due to a number of reasons including growth in the local population, migration from other parts of the UK, for example people moving outwards from inner to outer London boroughs and lastly international migration from countries such as Poland, South Africa and Sri Lanka.



The different communities have been growing at different rates; the greatest change has been in the combined categories, “Asian other” category in the GLA figures and ‘white other’ and ‘Chinese other’ in the ONS figures.

The ‘white other’ category has grown from 8% to over 10% of the population. National Insurance statistics indicate that the increase is largely due to new arrivals of Polish and South African groups. Growth in the ‘Chinese’ category is mainly from the “Chinese other” category which has risen from about 1% to almost 2.5%

of the total population, this has brought the overall category of ‘Chinese’ to almost 4%. Though this is a small overall number this represents the largest growth proportionately of any group. These general grouping will contain a several communities with different profiles, languages and needs.



Among the Asian category growth from 11% to almost 12% of the population is accounted for mainly by growth in the Indian population. There has also been a slight drop in the White Irish population which is now closer to 2%. This may be due to undercounting or later generations being absorbed under the white British category.

The 2008 ONS population estimate indicates that 72.7% of Merton were classed as ‘White’, this includes 2.5% Irish and 10% ‘white other’. The white other group has grown by 5000 since the 2001 census and may include people with specific language needs.

Comparing the ONS figures and the latest GLA DMAG population projections (which use a slightly different methodology) give further support to the idea that Merton is becoming more ethnically diverse. These categories give an indication of the broad different groups in Merton but do not indicate the sub-groups for example Tamil, Somali, Polish or Roma people living in Merton.

	White	Black Carib	Black African	Black Other	Indian	Pakistani	Bangla-deshi	Other Asian	Chinese	other	BAME %
2001	143,300	7,100	6,500	3,600	8,200	4,600	1,700	8,600	2500	4,900	25%
2006	138,500	7,600	7,300	4,300	8,600	4,900	2,000	9,700	2,800	7000	28.2%
2011	137,900	8,100	8,000	5,000	9,000	5,300	2,300	10,000	3,000	8,400	30.3%
2016	134,700	8,400	8,200	5,500	9,100	5,500	2,500	11,000	3,200	9,300	32%

Source :GLA

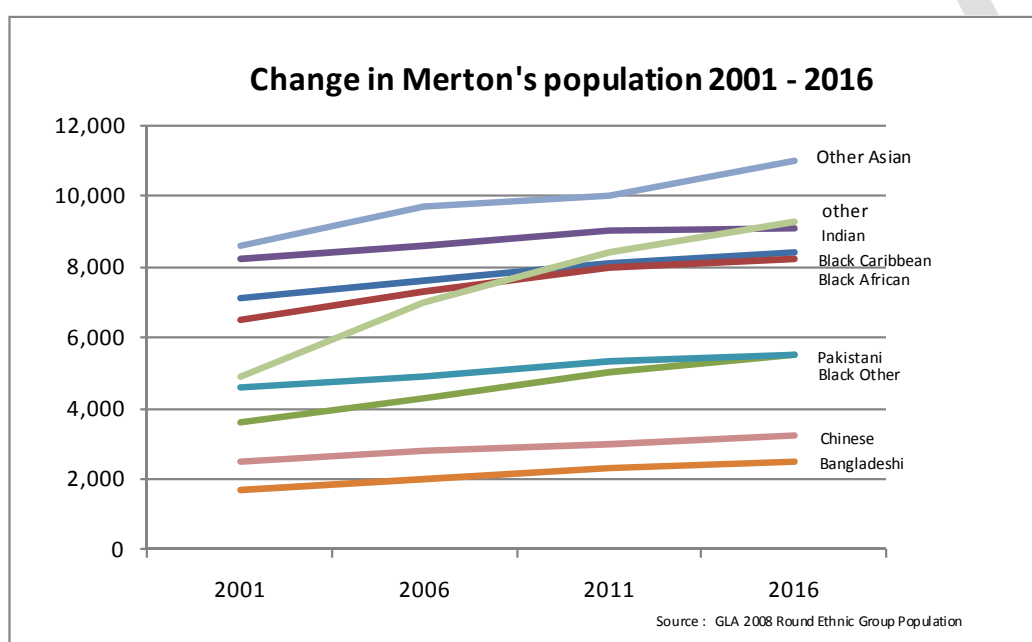


Figure 1 change in population proportion in Merton 2001 - 2016

Population survey methodology: It should be noted that the **LFS** :- excludes students in halls who do not have a UK resident parent; excludes people in most other types of communal establishments (eg hotels, boarding houses, hostels, mobile home sites, etc) * is grossed to population estimates of those living in private households that only include migrants staying for 12 months or more.

The overall message is that Merton is becoming more ethnically diverse and the rate of change is greatest for the categories of “other”, “other Asian” and “other African”. The implications are that an increasingly complex borough will require more sensitive services, which are aware of the specific needs of the different communities, often new communities with little prior history or exposure to the UK.

In addition, local services will need to better engage with these new communities, even though some groups may be unfamiliar with the formal voluntary sector and may have become accustomed to having many of these services provided by extended families or informal community ties.

Ethnic labels have been used as convenient ways of categorising groups, however as the borough become more complex, more services will need a greater awareness of the complexity and diversity within groups. For example some nationalities contain different ethnic groups who may share similar physical features but have a strong sense of difference and may harbour community tensions from 'back home'.

New and potentially hidden groups

With increasing complexity, services will need to be aware of the needs of smaller and perhaps hidden groups. This will include Eastern Europeans, Nepalese Ghurkas, among others.

Gypsy and Traveller communities have been part of Merton for centuries, some have settled while others visit periodically. The issues for this community include being able to access services such as education and reducing isolation from much of the settled community. The count of Gypsy and Traveller Caravans indicates a relatively small number. However, there are also sites on the borough boundaries in Wandsworth and Croydon often in the more neglected areas.

Count of Gypsy and Traveller Caravans on **Authorised sites (with planning permission)**

Jan 2009	17
Jul 2008	17
Jan 2008	18
Jul 2007	20
Jan 2007	15

<http://www.communities.gov.uk/publications/corporate/statistics/caravancountjan2009>
<http://www.data4nr.net/resources/population/1334/#links>

Aside from these mobile communities there are also settled traveller communities within Merton.

ii. AGE, GENDER, NATONALITY

Age and ethnic breakdown

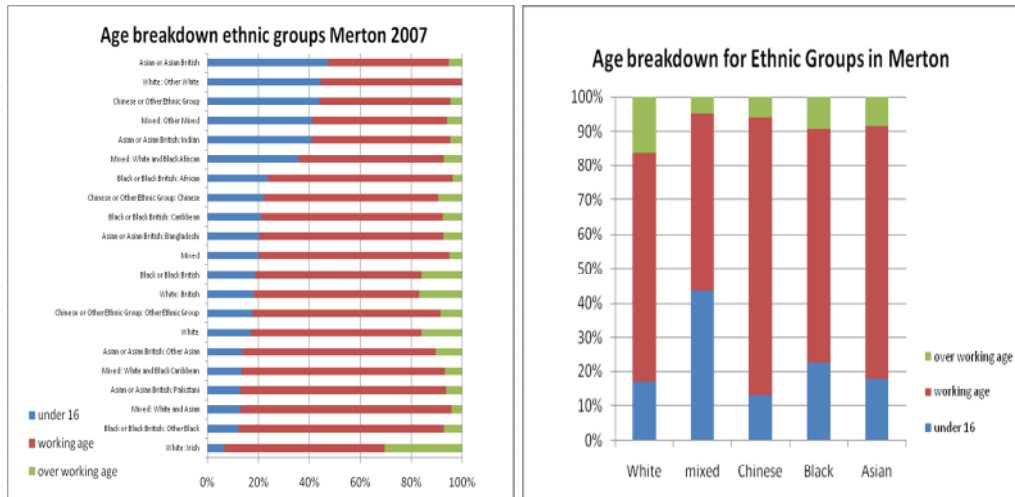
Merton's age and ethnic profile is changing. The age breakdown indicates that BAME groups tend to have a greater proportion of younger residents; almost half of the Asian population are of school age, followed closely by 'white other; and 'Chinese other'.

The Asian or Asian British community and white other have the largest proportion of school age children.

Over 50% of Merton's school age children are from BAME communities.

Those communities that have been here the longest have a greater proportion of pensioners for example the Irish community, followed by white British and Black or black British.

Resident Population Estimates by Ethnic Group, All Persons



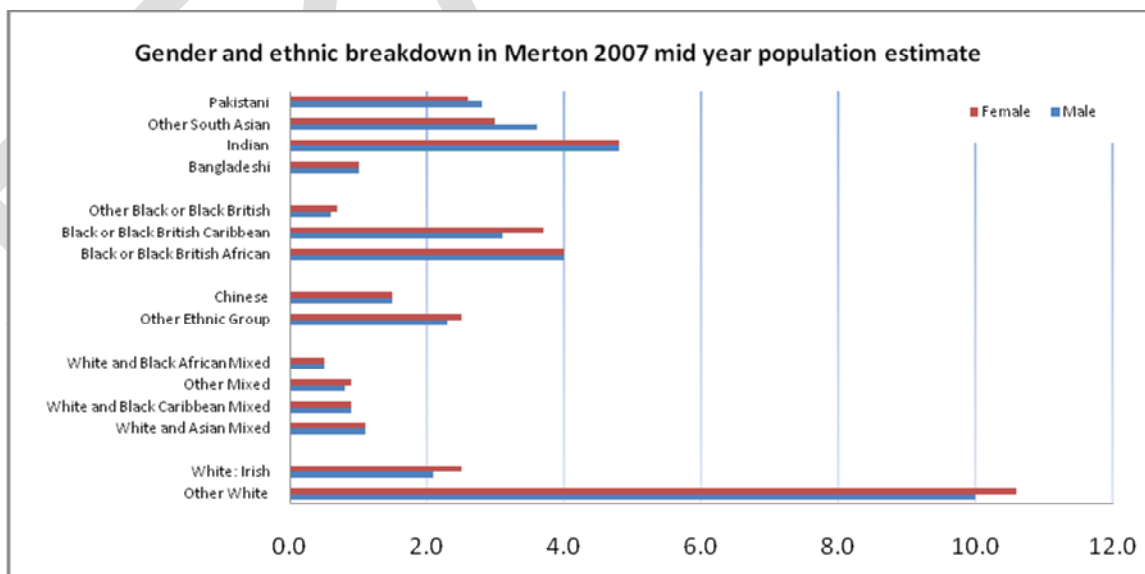
Jun 07 - Source ONS

Gender and Ethnic Breakdown

In most of the ethnic groups in Merton the number of males and females are roughly equal, but there are some exceptions. For example there are a greater proportion of females than males for Black Caribbean, White other, White Irish groups.

In contrast there are more males than females in the Pakistani and “other South Asian” groups.

More analysis is needed with community groups to understand the implications for these communities. This is likely to present more issues for those who rely on their own community for care and support from women for example childcare, social care.



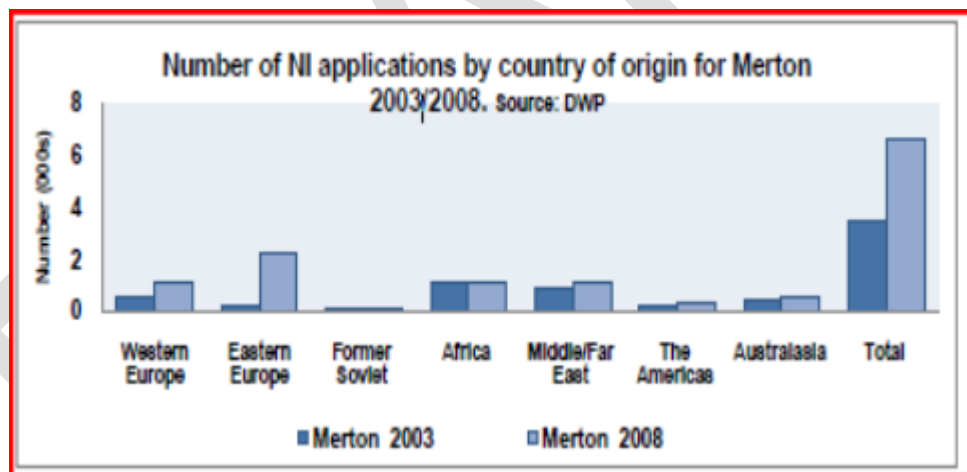
Nationality

Statistics for country of birth give some indication of the ethnicity of communities living in Merton. These estimates are not as precise as some of the other population statistics, however by combining with other data sources we can get an idea of the nationalities living in Merton.

The ONS estimate for the top nine non UK countries of birth in Merton are given in the first column below. This corresponds with the top 5 countries from the electoral register and National Insurance registrations (NINOs). While this gives an indication of first generation migration it does not indicate ethnicity and cannot be used to estimate the size of the second generation who are born and raised in the UK.

Top countries of birth / nationalities in Merton

ONS Country of birth 2001	National Insurance 2007	Electoral Register 2007
Poland	South Africa	South Africa
South Africa	Poland	Ireland
Sri Lanka	Australia	Sri Lanka
Pakistan	Pakistan	Poland
Jamaica	Sri Lanka	Ghana
India	India	India
Republic of Ireland	Lithuania	Pakistan
Romania	Ghana	Italy
Ghana	Germany	Germany

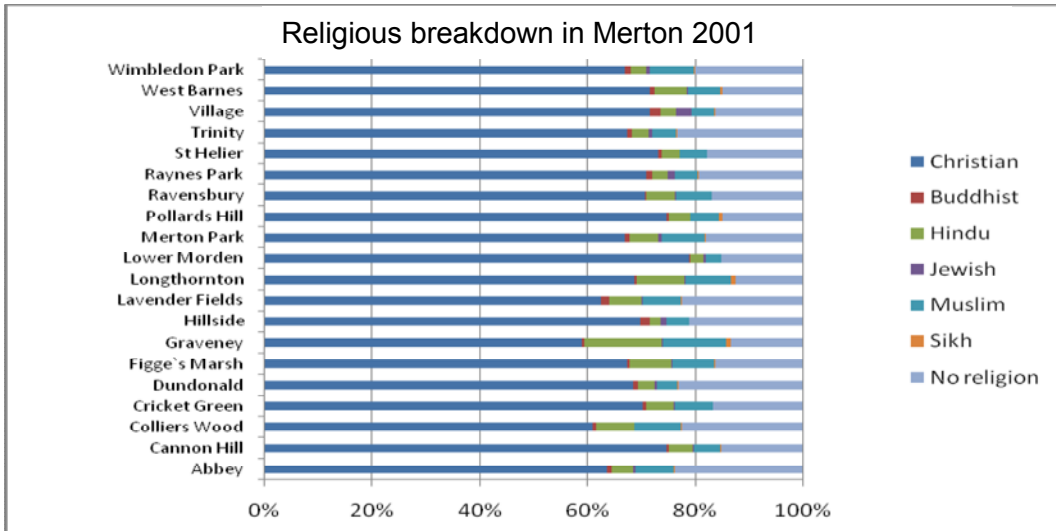


Religion

The 2001 census can be used to indicate the distribution of religions in the borough.

As seen with ethnicity statistics the most religiously diverse borough is Graveney. However religion does not follow the same East / West split as is found with Ethnicity. It has to be remembered that most of the major religions have ethnically mixed members.

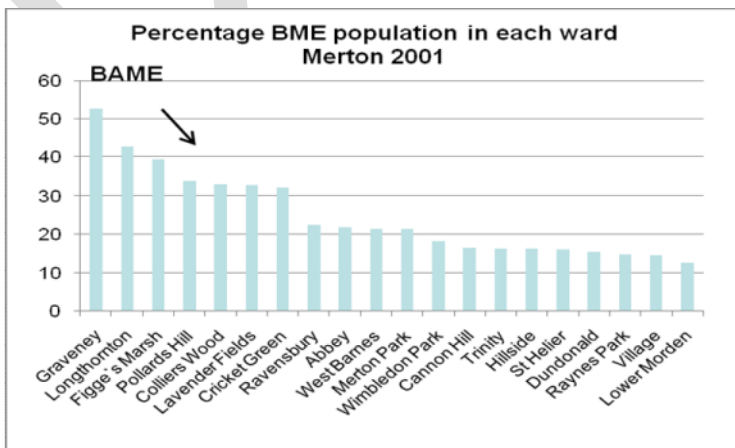
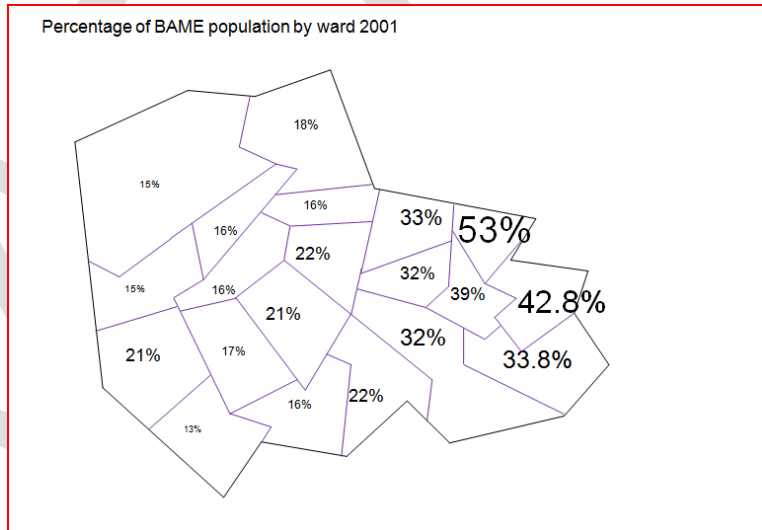
Religion can become a focus for community tensions. Some respondents have noted a marked rise in Islamophobia coupled with racism and they attribute this to the rising profile of religion in the media.



iii. POPULATION DISTRIBUTION - WHERE THE BAME COMMUNITIES ARE

The map and chart below indicates the proportion of BAME communities in Merton at the 2001 Census.

It is worth noting that the east of the borough has BAME populations exceeding 30%. It is also worth noting that in the centre and in one western ward, West Barnes the BAME population is greater than 20%.



iv. DEPRIVATION

Merton has a low level of relative deprivation and is ranked the 6th least deprived borough in London. The reputation of Wimbledon as a wealthy area gives the impression of an affluent borough, but this does not tell the whole story as there are areas of significant deprivation a stone's throw from Wimbledon.

The east of the borough is known to be significantly more deprived than the west, but there are also pockets of deprivation in the west of the borough in Raynes Park and Wimbledon Park. However, in the more severely deprived pockets in the east of Merton eight of Merton's super output areas (SOA's) are in the 25% most deprived nationally and, thirteen of Merton's SOA's are in the 20% most income deprived nationally, all are located in the east of the borough and these tend to be areas with the highest BAME population.

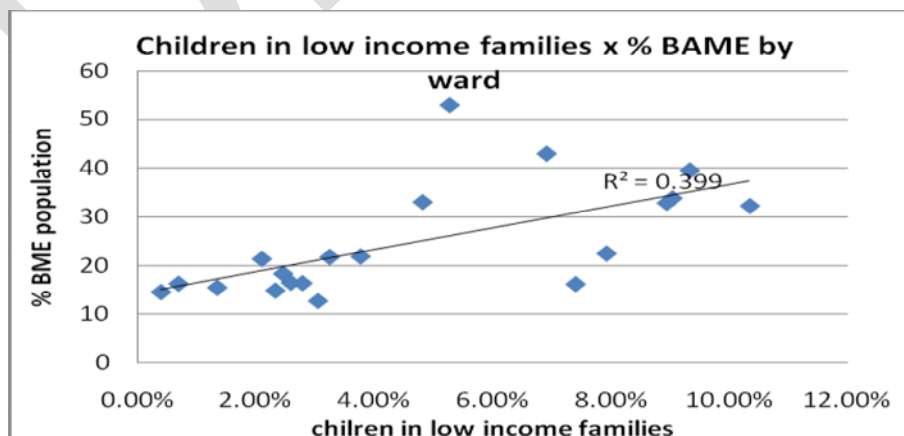
There is evidence that many BAME communities still experience a greater level of deprivation. With a few exceptions the most deprived wards in Merton are also those with the highest proportion of BAME communities. This trend is likely to continue and one of key issues is that members of BAME communities will live in the most socio-economically deprived areas of the borough.

Table xx

SOA code	Ward	IMD score	Within % most deprived	BAME population %
E01003390	Figge's Marsh	37.56	16.57%	FM
E01003379	Cricket Green	34.89	19.50%	
E01003391	Figge's Marsh	34.45	19.96%	
E01003373	Cricket Green	32.59	21.97%	CG
E01003377	Cricket Green	31.73	23.07%	
E01003432	Pollards Hill	31.44	23.41%	PH
E01003357	Abbey	30.86	24.14%	Ab
E01003452	St Helier	30.63	24.42	SH

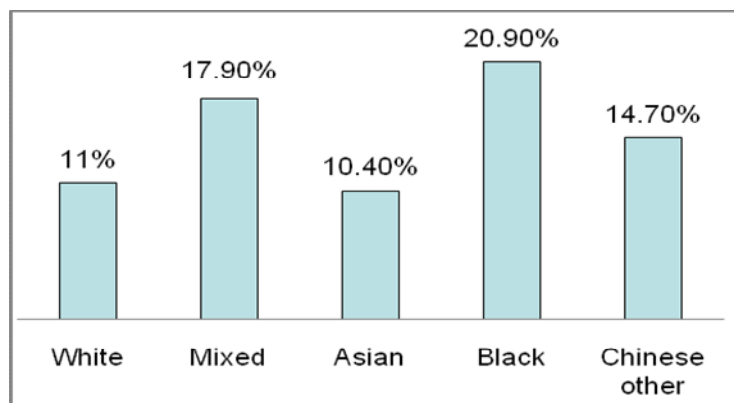
Source: Merton Observatory

The chart below indicates that wards with higher BAME populations also have a higher proportion of children living in low income households. The notable exception is Graveney ward which the most ethnically diverse with a high Asian population but has an average level of deprivation.



This indicates that deprivation also does not affect all ethnic groups equally, for example the chart below suggests that Asian children have almost a similar rate of eligibility for school meals to their white peers, however 'Black' children have a higher rate.

Eligibility for free school meals in Merton by Ethnicity 2008



Regeneration: economical, physical and social

Attempts have been made to regenerate areas, for which Neighbourhood Renewal Plans have been produced as follows (in chronological order).

- [Phipps Bridge Neighbourhood Plan](#) – first published 2005. Latest plan 2009-11
- [Lavender Fields Neighbourhood Plan](#) – first published 2005. Latest plan 2009-11
- [Abbey Neighbourhood Plan](#) – first published in 2007. Latest plan 2009-11
- [Pollards Hill Neighbourhood Plan](#) – first published 2008 – 2010
- [St Helier Neighbourhood Plan](#) – first published – 2008-10
- [Figges Marsh and Graveney Neighbourhood Plan](#) – first published March 2010
- [Ravensbury Neighbourhood Plan](#) – first published March 2010/11
- [Longthornton Neighbourhood Plan](#) – first published March 2010-11

Other attempts to regenerate neighbourhoods include partnership working to obtain external funds to effect real change; through evidence based research (for example 'Towards a Thriving Merton project' through London Development Agency). The research 'Merton Local Labour Force and Labour Market Survey 2004' focused on the skills, employment and training needs of workless residents in eight wards in the east of the borough, which revealed that people from BAME groups were over-represented in the workless population, particularly Black Africans and Caribbean. There was a particular need for ESOL training amongst workless Pakistani and Bangladeshi residents; suggesting a need for specific initiatives targeting these groups. The wards targeted are the same as those highlighted at Table xx – as the most deprived.

The survey found that many workless residents had qualifications that were achieved overseas but was not recognised in the UK, suggesting a need for specific action to ensure that accreditation of prior learning is offered to those in need of it.

The Economic Development Strategy (Part 1) at March 2009 reveals that there are:

1. **Sectoral issues** – In respect of what industries (e.g. green sector businesses, cultural, creative and leisure economy) and in which locality (e.g. town centres) should investment be made (e.g. offering higher value employment opportunities).
2. **Geography and land use issues** – such as the protection of employment land, the profound inequalities between different areas (east vs west) and Merton Partnership's commitment to bridging the gap.
3. **Skills** - the gap between different parts of the borough in terms of qualifications and skills (east vs west).

Employment and inactivity rate September 2009			
	BAME Population	BAME Employment rate	BAME Inactivity
Merton	33.5	63.7	24.5

Source: Local area labour markets ONS April 2010

3.2 SOCIO- ECONOMIC CONDITION AND POLICY

This strategy has been prepared in a changing political and socio economic context. During the fieldwork the overwhelming concern from statutory and voluntary sector alike is that they are entering a time of greater need within communities and fewer resources with which to meet those needs.

The international economic crisis has sparked a funding crisis in the public sector which may change the relationship between the voluntary sector and funders. Increasingly the voluntary sector will be relied on as a value for money way of achieving the goals of the statutory sector.

Coupled with this there have been a number of developments in legislation and policy which require voluntary sector input.

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| <ul style="list-style-type: none"> ▪ Community Plan ▪ Duty to involve ▪ Duty to promote community cohesion – in schools ▪ Promoting volunteering | <ul style="list-style-type: none"> ▪ Equality Act 2010 ▪ LxxlxxNxxKxS (LINKS) ▪ Neighbourhood renewal strategy ▪ Patient and public involvement |
|--|--|

Voluntary sector organisations will need to demonstrate that they can meet these priorities and that they have a firm evidence base to demonstrate the need for their service and that they can work in partnership with the statutory and private sector to deliver the required outcomes.

Economic downturn: recession

The economic downturn has put added pressure on public sector finances which is having a knock on effect on the BAME voluntary sector. Interviews with local stakeholders indicate the following concerns:

- That the reduced funding which is available will result in the closure of a number of BAME VCOs which will leave a number of communities without support.

- That as more affluent people feel the economic pressure they will begin placing extra demands on public sector facilities (for example, local Citizens' Advice Bureaux); so displacing traditional public sector clients which are disproportionately from BAME communities.
- That there will be increasing need among BAME communities who are more likely to experience greater levels of deprivation and therefore more likely to use the statutory sector services than private sector services.

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4. STRATEGIC AND ORGANISATIONAL ANALYSIS OF BAME ORGANISATIONS

The BAME Sector cannot plan for the future without appreciating the upcoming needs, the capacity to meet those needs and how the current environment will provide opportunities and challenges for meeting them. To help with this task a strategic analysis was been carried out using insight from the meetings of the BME Forum and analysis of depth interviews with key BAME sector stakeholders.

Two complementary tools of strategic analysis were used to provide an understanding of the environment within which BAME organisations in Merton operates.

- **A PESTLE** analysis to provide an assessment of the environment that is likely to impact on the work of BAME organisations and to ensure that the issues that emerge are addressed through the strategic priorities recommended.
- **A SWOT** analysis to identify the priorities for the BME 'sector' and to appraise the factors that will impact on the performance of BAME organisations.

In addition, the analysis draws on current local and national policy documents and the views of a range of stakeholders and has helped to identify the priority needs outlined in Section 5 of the Plan.

PESTLE ANALYSIS

<p>Political</p> <ul style="list-style-type: none"> ▪ Hostile - following 7/7 ▪ Harsh immigration policies ▪ Poor BAME representation ▪ Political change at local and national levels ▪ Perception that BAME is yesterdays issue ▪ Prevent agenda ▪ Stop and search <p>Economic</p> <ul style="list-style-type: none"> ▪ Very limited access to finance and other resources ▪ High level unemployment and poverty in BAME communities and organisations ▪ Sector may shrink if key volunteers are forced to take on full time jobs <p>Social</p> <ul style="list-style-type: none"> ▪ Many diverse groups with diverse needs, increasing ▪ BAME sector need for more co-ordination ▪ Risk of duplication and gaps as unpopular services not met (panda effect) Services based on perceived need and desire to help a cause rather than co-ordinated assessment ▪ BAME communities and organisations not well networked and coordinated <ul style="list-style-type: none"> · Duplication of effort · Rivalries and infighting 	<p>Technology</p> <ul style="list-style-type: none"> ▪ Need for infrastructure ▪ Skills to make maximum use of technology ▪ Need to improve use of IT to improve performance ▪ Need to improve knowledge and access to ICT ▪ Information gathering, reliant on other sectors for needs assessment information <p>Legal</p> <ul style="list-style-type: none"> ▪ Changing legal landscape with new legislative burdens on the 'sector' and organisations e.g. Human Resources and the Disability Discrimination Act 2005. ▪ Race, religion and human rights legislation. <p>Environment</p> <ul style="list-style-type: none"> ▪ Ever changing and challenging. ▪ Perception of no control over priority setting. ▪ Political climate more sceptical
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SWOT ANALYSIS

<p>Strengths</p> <ul style="list-style-type: none"> ▪ Customer Care skills ▪ BAME organisations provide value for money ▪ BAME organisations have contact and close relationship with BAME communities ▪ BAME organisations engage with communities and are a port of call for statutory engagement ▪ BAME organisations help meet volunteering targets ▪ BME organisations meet gaps in services that would otherwise be unmet ▪ BAME organisations help signpost to services ▪ BAME organisations support vulnerable groups and reduce the burden on statutory sector meet. ▪ BAME organisations are small and able to quick response to short term needs ▪ Grass roots organisations in touch with community needs <p>Weaknesses</p> <ul style="list-style-type: none"> ▪ Lack of statistical evidence base on BAME communities, i.e. information not recorded, ▪ Low visibility of some groups, including some African, Chinese, Latin American groups ▪ Lack of clarity about role of religion, religious, cultural, ethnic groups ▪ Responsive to small scale need not the bigger picture ▪ Often too busy providing services to take a step back and plan strategically ▪ Lack of meaningful involvement with statutory sector – communication and effective consultation ▪ Need fundraising skills ▪ If too culturally specific vulnerable to isolation – need balance ▪ Barriers to services – access and cultural appropriateness ▪ Lack of quality control mechanisms – time management, lack of resources ▪ Funding crisis ▪ Heavy dependence on limited sources of funding ▪ Reactive to funding ebb and flow and external priorities. ▪ Lack of systematic needs assessment may leave isolated communities without help. ▪ Small groups do not have capacity to roll out their initiatives across the borough ▪ Wimbledon effect – funders perception of affluence 	<p>Opportunities</p> <ul style="list-style-type: none"> ▪ To engage in meaningful partnerships ▪ To be involved in decision making with statutory sector ▪ To participate in needs assessment and engagement on behalf of statutory sector ▪ To ▪ To support and enable BAME organisations to position themselves to 'win' contracts and deliver services ▪ To identify and further develop specialisms of BAME organisations ▪ To improve involvement – communication and effective consultation ▪ To improve cross-cultural understanding ▪ To improve learning ▪ To monitor quality of services provided ▪ To challenge barriers on both sides ▪ Cross borough work with similar organisations to provide a network of support, e.g. Sutton and Merton ▪ Learn from mainstream voluntary sector ▪ Social enterprise model, charge for some services and keep organisations afloat, provide employment and sustainability. ▪ Recruitment of new members <p>Threats</p> <ul style="list-style-type: none"> ▪ Human Resource and Customer Care skills ▪ Education standards – education systems failing ▪ Poor/lack of investment in education and services ▪ Failure to justify funding ▪ Lack of statistical information on BAME communities ▪ Under-funding ▪ Over dependence on limited sources of funding ▪ Someone elses agenda ▪ Charismatic leadership ▪ Increased need – reduced funding ▪ Skeptical political climate ▪ Rising profile of Religion - PREVENT ▪ What is BAME, minority ethnic? Strength in Unity or diluted message. ▪ Building Capacity with depleting resources ▪ Sustainability – Charismatic leaders ▪ Competition , “Survival of the fittest?” Clear identity and remit ▪ Changing nature of funding – commissioning services ▪ Imposed responsibility and agenda ▪ Engagement – voluntary sector relied on by statutory sector
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5. KEY ISSUES AND PRIORITY NEEDS FOR ACTION - AS IDENTIFIED BY BAME VOLUNTARY AND COMMUNITY ORGANISATIONS

Following a series of consultation, commencing March 2009, eight themes have been chosen to represent clearly the key issues and priority needs as identified by BAME organisations for Merton's local communities. A detailed description of each of the following thematic issue (including key priority needs, strategic priorities and an action plan), is outlined below. The key priority needs are formulated into strategic priorities.

The intent is that, through the implementation of the recommendations and actions outlined in this Plan, BAME organisations will be able to respond effectively with appropriate data, and with strong, enabling partnerships, in meeting the needs identified below.

- 5.1 Education and learning
- 5.2 Health and general well-being
- 5.3 Housing and regeneration
- 5.4 Older People
- 5.5 Children and Young People
- 5.6 Employment, Skills and Enterprise
- 5.7 Safer, Stronger and Sustainable
- 5.8 Crosscutting Issues and Needs

5.1 Education and Learning
This covers all aspects of learning from schools to adult education.
5.1.1 Profile
<ul style="list-style-type: none"> • Statistical profile: school numbers, places; number of young people - from census and estimates, Local Performance GCSEs • Police stats young people • <i>The percentage of pupils achieving 5 or more GCSEs at grades A*-C or equivalent</i>
5.1.2 National Policy
<ul style="list-style-type: none"> ▪ Every Child Matters ▪ Sure Start ▪ Children & Young People Plan Xxxx
5.1.3 Local policy context
<ul style="list-style-type: none"> • LAA targets related policy (p45), e.g. Child Poverty • Regeneration of Town Centres • Improve behaviour through <ul style="list-style-type: none"> ○ reducing the number of exclusions of pupils from black and minority ethnic groups: (a) fixed period; and (b) permanent exclusions, ○ improving attendance in secondary and primary schools
5.1.4 Local Statutory stakeholders
<ul style="list-style-type: none"> • LB Merton • Learning and Skills Council • Merton College • Harris Academies • Merton Schools • Merton Extended Schools

5.1.5 Local Voluntary sector groups, providers and stakeholder	
<p>African Culture Promotions African Educational Cultural Health Organisation (AECHO) Asian Youth Association Bangladeshi Association of Merton BME TVFM Charitable Foundation Bridges Foundation British Muslim Association of Merton Centre for Independent Living (CIL) Steering Group Deen City Farm Ltd. Ethnic Minority Centre La Sporta Community Centre London South West Chinese Community Association Merton Asian Women's Association Merton Community Policing Partnership Merton Sickle Cell and Thalasaemia Group</p>	<p>Merton Somali Community (MESCO) Merton Unity Network Mitcham Community Seventh-day Adventist Church MVSC – Community Development Pakistan Welfare Association (UK) Pearl of Africa Foundation (PAF) Positive Network Community Project Rilindja Rebirth Charity Somali Support Solutions South London African Women's Organisation (SLAWO) South London Refugee Association - Asylum Welcome South London Somali Community Association South London Tamil Welfare Group South Mitcham Community Association</p>
5.1.6 Local Issues & Needs (from interviews and workshops)	
<p>➤ Schools (Primary and Secondary education)</p> <ul style="list-style-type: none"> ▪ High exclusion & expulsion rates among some groups who are, disproportionately, excluded from schools, e.g. BAME children. Tendency to crisis manage one community then move on to the next, need to keep an overview on the whole community. ▪ Bullying and Gangs in schools ▪ Low attainment & qualifications among BAME children. ▪ Lack of awareness and support from schools for BAME children who suffer or have parents who suffer from illness such as sickle cell, lupus, mental health issues ▪ Lack of a supportive learning environment for BAME children both at school and at home. ▪ Lack of opportunities for those who do not achieve standard national qualifications such as GCSE's ▪ Decline in the academic achievements of mixed raced children is a cause for concern, as this demographic is the fastest growing within the BAME group. ▪ Some BAME groups are achieving similar numbers of GCSEs as the general population but are achieving a fewer passes in Maths and English. ▪ More black teachers and role models in schools and greater representation on School Governing Boards ▪ Improvement in the provision of culturally appropriate teaching in school curriculum. Provision of teaching materials that reflect BAME experiences, contributions and achievements in a constructive way ▪ More supplementary schools to address the low attainment in schools. ▪ Pressure on education resource; with more parents requiring local schools as some public school displaced into Merton schools; currently in the west. <p>➤ Young people and adult learning</p> <ul style="list-style-type: none"> ▪ Mentoring and nurturing ambition for BAME young people. Not letting a desire for ethnic matching leave young people without support ▪ Help with translating foreign qualifications so that they are recognised in the UK and making 	

- it possible for migrants to pursue their former careers
- Effective career planning which promotes development
 - Support for young carers in respect of learning and skills development
 - NEET (Not in education, employment or Training) scheme need to look at underlying issues, e.g. lack of confidence, lack of ambition, depression,
 - Mental health issues. Depression mistaken for laziness, lack of ambition, but this is a result of people being overwhelmed with a range of issues
 - Limited support for people for whom English is a second language
 - Funding for ESOL being reduced – demand for ESOL is high. Need to assess people range of English language abilities.
 - ESOL needed especially for women, they can support child learning.
- **Use of Libraries for learning, with access to:**
- Specific language book
 - Health information
 - General life information
 - Interaction with other people, e.g. mums @ story time in different languages

5.1.7 Key Priority Needs – as identified by BAME organisations

- (i) High exclusion and expulsion rates among BAME children.
- (ii) Provision of teaching material that reflects BAME experiences.
- (iii) Black representatives in school environment: as role models. e.g. teachers, board of governors.
- (iv) Supplementary training to address the lack of educational attainment in schools
- (v) Improve opportunities and progression for BAME teaching staff.

5.1.8 Recommendations and Actions

Strategic Priorities	Key Actions	Lead Partners/ Agencies
(i) High exclusion and expulsion rates	<ul style="list-style-type: none"> ▪ Reduce the high exclusion and expulsion rates among BAME children. ▪ Create opportunities at community centres to integrate excluded children. ▪ Projects for young people which encourage and inspire higher education. ▪ Supplementary education; encourage educational ethos among BAME communities, e.g. support for the establishment of BAME Saturday schools. ▪ Provide specialist activities for young people 	LB Merton – with support from BME forum members
(ii) Provision of teaching material	<ul style="list-style-type: none"> ▪ Provide available materials and go into schools and share experiences. e.g. of history and heritage. ▪ Greater use of teaching materials with BAME perspective, i.e. books written by BAME writers, inclusion of BAME efforts in historical events such as WWI and WWII; that reflects BAME experiences and build self esteem. This would reduce feeling of marginalisation of BAME children; which could lead to frustration, poor behaviour and perhaps exclusion from school. 	LB Merton – with support from PSN, BME forum members

Strategic Priorities	Key Actions	Lead Partners/ Agencies
(iii) Improved information and support	<ul style="list-style-type: none"> ▪ Local town centres to provide information and support. Meet people where they are at work. E.g. Nurses, Barbers/Hairdressers and Clubs etc. ▪ Highlight the problem and encourage those who wish to enter the problem. ▪ Outreach, engagement 	LB Merton – PSN
(iv) Ensure positive action and representation	<ul style="list-style-type: none"> ▪ Black representatives required in schools as role models, i.e. as teachers and on the board of governors. ▪ Greater recruitment of BAME teaching staff within schools in Merton and support of staff once recruited. ▪ Better cultural understanding by governors and head-teachers and a more racially diverse board to reflect % of BAME children in schools, who enforce exclusion measures would help reduce the high exclusion rate of black children within schools 	LB Merton -

5.1.9 Performance Monitoring
<ul style="list-style-type: none"> ▪ LAA targets ▪ LB Merton Annual residents survey (young people survey) ▪ proportion of young people fulfilling ambition ▪ GCSE results ▪ Workforce survey ▪ Skills audit

5.2 Health and well being
This section deals with all aspects of health, from health promotion and education, access to services, palliative care and end of life.
5.2.1 Profile
<ul style="list-style-type: none"> • Data from JSNA and Public Health Report– health inequalities • Self-reported measure of people’s overall health and wellbeing
5.2.2 National Policy Issues
World Class Commissioning Health Race Equality Mental Health New Horizons PCT
5.2.3 Local policy context
Sutton and Merton Public health report Sutton and Merton JSNA
5.2.4 Local Statutory stakeholders
Sutton and Merton PCT LB Merton – Adult Social Care
5.2.5 Local Voluntary sector groups, providers and stakeholder
African Educational Cultural Health Organisation (AECHO) Asian Diabetic Support & Awareness Group (ADSAG) Asian Women Feeling Good Group Carers Support Merton Ethnic Minority Drugs Awareness Project London South West Chinese Community Association Merton Sickle Cell and Thalassaemia Group Merton Somali Community (MESCO) Merton Unity Network Pearl of Africa Foundation (PAF) Positive Network Community Project
5.2.6 Local Issues and Needs (from interviews and workshops)
<ul style="list-style-type: none"> ➤ Social issues; such as Health Inequalities <ul style="list-style-type: none"> • Increasing pressure on BAME communities to provide care support for families • How well will the BAME third sector be involved in the rapidly changing health agenda – user-led services, etc. • Need for cultural competency in health services. • Access to green/open spaces • Improve recovery, for example mental health – that people obtain better health services that encourage self reliance, welcoming, and comfortable setting. Some groups struggle to reconcile their background with the UK and this causes stress. • Accident and Emergency (A&E) : Local evidence has identified that people from ethnic groups or recent immigrants use emergency care when they could use their GP primary care issues. Day case and elective (pre-planned) care is lower among

patients with lower income, lower educational attainment and from minority ethnic groups. Emergency inpatient use is higher in deprived areas.

- **Mental Health** - more severe for people in BAME groups.
 - Increased risk of hospital admission and coercive care under the provisions of the Mental Health Act 1983
 - Greater difficulty accessing mental health assessment and treatment
 - Higher levels of dissatisfaction with mental health services
 - Greater likelihood of considering their diagnosis inappropriate
 - Greater likelihood of having medical problems misattributed to mental health
- **Diabetes** : People from Black and Minority Ethnic (BAME) groups are up to six times more likely to develop diabetes. However, diabetes is also more common in certain ethnic and social groups who are more likely to be overweight or have a genetic predisposition for the condition.
 - Further investigation suggests mortality may be more prominent in the ethnic population who may have higher risk factors and who may be less able to access appropriate services.
 - People from deprived or ethnic communities are less likely to have body mass index or smoking status recorded. Also less likely to have records for blood sugar levels, retinal screening, blood pressure, and neuropathy or flu vaccination.
 - Patients in areas of high deprivation and with larger minority ethnic populations receive poorer diabetic care in terms of the control of their blood sugar or blood pressure and the identification of complications such as eye disease.
- **Dementia**: People from BAME groups make up just 1.7% of the total population affected by dementia. This is expected to increase by 15% over the next decade. The younger age profile is reflected in the larger proportion of people from BAME groups with early onset dementia, 6.1% compared to 2.2% for the UK.
- **Stroke** : The prevalence of stroke among Afro-Caribbean and South Asian men is 40-70% higher than the general population. There is also a higher risk of stroke for people in the Black African and Black Caribbean ethnic groups due to a genetic predisposition towards some of the key risk factors.
- **Heart disease and high blood pressure**: There is less prescribing of cholesterol lowering drugs for heart disease in deprived areas with large BAME population
- **Cancer**: BAME people less likely to access screening services leading to later diagnosis and potentially poorer outcomes, e.g. prostate cancer.
- **Sickle Cell and Thalasaemia** and Lupus – disproportionately affect BAME communities.
- **Infectious diseases** : TB used to be a major health problem in England before antibiotic treatment now less common, in recent years the numbers of cases have been increasing, among minority communities from places where TB is widespread or in people with weakened immune systems such as people with HIV. Locally in Sutton and Merton the levels of TB are said to be below the minimum level that requires immunisation.
- **Teenage Pregnancy**: High rates of teenage pregnancy most often associated with low educational attainment and disengagement from school, economic deprivation, and poor mental health. Young people at increased risk of teenage pregnancy include children of teenage mothers, looked after young people, young people misusing alcohol, young people involved in crime, those with low self-esteem and some black and minority ethnic groups.

Early onset of sexual activity, poor contraceptive use and repeat abortions are other significant risk factors.

- **Smoking cessation** - in terms of support to achieve a healthy lifestyle. Services to help people stop smoking need to be effectively targeted to focus on access for ethnic groups, particularly minority ethnic males
- **Raising awareness:** Access to health promotion
 - Better health data which is easily accessible
 - Accessible health services
 - Smoking cessation needed for ethnic groups, males, young females.
 - Screening services, for example, for travellers and migrants communities. Body Mass index Screening; Screening for cancer and prescribing.
 - Targeting of groups is needed to increase uptake of screening services. Use of social marketing insight approaches and health equity audit would support will help in understanding why uptake of screening services is lower than the national average, which population groups are not accessing the services currently. In particular this work needs to focus on ethnic minority groups.

5.2.7 Key Priority Needs – as identified by BAME organisations

- (i) Voluntary sector to work in partnership to provide coordinated service planning and delivery.
- (ii) Provision of information that are widely disseminated, for example, through workshops.
- (iii) Develop cultural competence; ensuring that services reflect the demographics of the borough and respond with specialist local healthcare such as poly clinics.
- (iv) Effectively challenge health inequalities and the provision of services; to ensure they are inclusive and policies are representative of the BAME sector (using tools such as Equality Impact assessments).
- (v) Improved health prevention measures. Screening/Health Checks need to be more available and accessible

5.2.8 Recommendations and Actions - Health and well being

Strategic Priorities	Action	Lead Partners/ Agencies
(i) BAME voluntary sector to work in partnership to provide coordinated service planning and delivery.	<ul style="list-style-type: none"> ▪ VCOS to host health workshops and adopt a joined up working approach to health promotion and prevention. ▪ Develop Merton Unity Network’s Peer Support Network Health sub group to improve support to BAME VCOs and their clients. ▪ Establish and develop meaningful partnerships with regional and national agencies to raise awareness of the issues and develop the PSN and ‘Health Partnership’ e.g. Afiya Trust have just launched a new manifesto on BAME Wellbeing. ▪ Establish a pool of cultural advisers. ▪ Establish meaningful partnerships between BAME 	MUN/PSN sub-groups in partnership with key LSP partners.

	<p>organisations and SMPCT. Representation and engagement more than just a tick box exercise.</p> <ul style="list-style-type: none"> BAME VCOS to be utilised - to run training (e.g. RECC) and services. Develop FANON training resources into complete 'Cultural Competency' training programme or toolkit to be produced jointly by BAME VCOs and SMPCT and delivered by BAME VCOs and BAME SMPCT staff (who may have inside knowledge where there is lack of knowledge in some areas) 	
(ii) Provision of information that is widely disseminated and acted upon.	<ul style="list-style-type: none"> Establish BAME VCO 'Health Partnership' with SMPCT to jointly undertake health education and prevention workshops, disseminate information, and support events. SMPCT to provide health statistics broken down by different ethnic groups (BAME groups not same), e.g. mapping of disease impact (top10); most prevalent across ethnic groups. PALS and Complaints Dept. to provide breakdown of stats and data across geographic regions and ethnic groups and work with NHS Sutton and Merton to improve problem areas. Create education initiatives to raise awareness of conditions/ diseases/ services/ cultures/ communities e.g. Clarity of service procedure, time scales, transparency, what to expect, timely points in calendar to submit views (key decision making, strategic review etc). Set milestones to end racial health inequalities. 	MUN/ PSN/ SMPCT
(iii) Develop cultural competence. Ensuring that services reflect the demographics of the borough.	<ul style="list-style-type: none"> Improving access to ensure outreach reach in certain geographical areas Joint Strategic Needs Assessment (JSNA) to ensure that commissioned services are tailored to the demographic needs. Mapping of BAME health service provision. Specialist health check/screening days/weeks for different conditions to take place at various location at borough hotspots. Mobile health checks clinics/Outreach work; provision of transport. 	MUN / SMPCT
(iv) Effectively challenge health inequalities to ensure services are inclusive and policies representative of the local communities	<ul style="list-style-type: none"> Support community-led campaigns to challenge health inequalities and raise awareness. Communities need to know more about their rights and how to ensure they are supported by legislation. Challenge through legal duty; the use of Equality 	MUN/PSN/ SMPCT LBM

	<p>Impact assessments; Equality Schemes, relevant policies and procedures.</p> <ul style="list-style-type: none"> ▪ Joint Commissioning to give due regard to the impact of costly treatments which prevent care and establish partnerships that can offer facilities locally; outreach pay GPS/Clinics, etc. ▪ Race equality should be a target against which outcomes are measured 	<p>SMPCT</p> <p>All</p>
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<p>5.2.9 Performance Monitoring</p>
<ul style="list-style-type: none"> ▪ JSNA ▪ LBM Equality Scheme ▪ SMPCT – Equality Action Plan ▪ xxxxxxxx....

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5.3 Housing and Regeneration
5.3.1 Profile
Housing profile from housing associations, and LB Merton
5.3.2 National Policy Issues
Decent Homes Standard Xxxxx
5.3.3 Local policy context
<ul style="list-style-type: none"> ▪ Duty to Involve xxxxxxxxxxxx <ul style="list-style-type: none"> ▪ Ethnic Minority Housing Strategy, transfer of housing stock ▪ Choice based lettings – impact
5.3.4 Local Statutory stakeholders
LB Merton, Priory homes
5.3.5 Local Voluntary sector groups, providers and stakeholder
Asian Elderly Group of Merton Centre for Independent Living (CIL) Steering Group Merton Somali Community Organisation (MESCO) Merton Unity Network Millat Asian Housing Association
5.3.6 Local Issues (from interviews and workshops)
<ul style="list-style-type: none"> ➤ Environmental & Regeneration <ul style="list-style-type: none"> • Overall, people from ethnic minorities who live in Merton are more likely to need housing and suffer from social exclusion (not being able to take part in society). They also suffer from racial discrimination and racial harassment, and have difficulties accessing information and services because of language and cultural barriers. [An analysis of Census 2001 data and housing records]. • Review of local migration policy is needed. Migrants housing/lettings need to change as householders get more established within communities; many came as single occupants but thereafter may start families; these families are found living in accommodations which are no longer suitable. • Regeneration: housing and displacement policies: placing social housing in areas of greatest population density (such as the east of the borough); east vs west divide. Supply of housing is greater where there is higher concentration of ethnic minorities. • Concerns that location of housing is mainly in areas of tension. • Ethnic minorities form a large proportion on Housing Register and of homeless applicants, as well as getting general housing advice from Housing Advice Service. • Perception that council is not housing ethnic minorities. However, people are not housed or prioritised by ethnicity so by law of averages more should be housed. • Ethnic-minority households, in particular Black African households, are more likely to be living in unsuitable housing than white households (Merton Housing Needs Survey 1999 and Housing Service records). • Overcrowding in some BAME communities due to large families. Asian residents are more likely to experience overcrowding (data from Census 2001) and other housing problems such as poor heating and repairs and maintenance (Housing Needs Survey 1999). Asian and other households are more likely to need larger homes, which are in short supply. • Limited housing stock and choice based letting system disadvantages BAME communities who do not know about the system.

- **Access**
 - Lack of homes – decent, affordable and safe homes needed
 - Asylum seekers, gypsies and travellers not having access to social housing.
 - New arrivals/ newer communities, e.g. asylum seekers, gurbans, EU accession workers
 - Housing of homeless; perceived as invisible; EU accession workers becoming homeless, rough sleepers organised. Sofa Surfing - MASH Merton Association Single Homeless
 - Housing ex offenders. Developing a strong peer volunteer system; need to have things in place to reduce re-offending.
 - Choice based lettings – online system of application problematic for older people; need to house people where they want to live (east vs west of the borough)
 - Disability and housing – more housing for people with special health needs such as sickle cell and thalassaemia.

- **Social**
 - Unemployment and social exclusion
 - Domestic violence e.g. honour killing
 - Community cohesion, anti racist extremism.
 - Tensions between communities

Issues outlined in the Draft Ethnic Minority Housing Strategy 2010

- Domestic violence
- Housing and migration
- Worklessness, social exclusion
- Community Cohesion, anti extremism.

5.3.7 Key priority needs – as identified by BAME organisations

- (i) Access to housing: Asylum seekers; over-representation of BAMEs on housing waiting list.
- (ii) Domestic Violence and disability and Housing
- (iii) Access to employment and social exclusion
- (iv) System: Choice based lettings, priority and feedback.
- (v) Migration, community cohesion, anti extremism.

5.3.8 Recommendations and Actions

Strategic Priorities	Action	Lead Partners/ Agencies
(i) Access to housing	<ul style="list-style-type: none"> ▪ Develop Peer Support Network Housing sub group i.e. establish BAME VCO Housing Partnership with LBM, Housing Association reps and BAME VCOs. ▪ Develop stronger links between BAME VCOs and Ethnic Minority Housing Strategy team. Strategy and Action Plan must be utilised as an important mechanism to impact upon the housing environment. ▪ Develop cross-borough partnerships to enhance asylum housing options/systems; undertake needs analysis, research to get clearer understanding of the numbers and issues. ▪ Undertake detailed research/case studies of different 	MUN/PSN/ LBM/ Priory Homes

		applicants housing need and experience of the system – length on waiting list, properties bid on etc. Break down current housing survey assessment results by ethnicity to assist in identifying areas for improvement. Race equality should be a target against which outcomes are measured.	
(ii)	Domestic Violence, Disability & Housing	<ul style="list-style-type: none"> Create education initiatives to raise awareness about issues/services such as domestic violence, and disability housing options, e.g. Sicklecell and Thalasaemia. 	MUN/ LBM Priory Homes
(iii)	Access to employment and social exclusion	<ul style="list-style-type: none"> Support for workforce/jobless: establishment of similar scheme to Merton Home Start. To include possible variations of childcare pooling, mentoring and buddying, skills development, development of job sharing partnerships between individuals who can jointly apply for roles; back to work schemes, etc. 	LBM/ Chamber of Commerce?
(iv)	System: Choice based lettings, priority and feedback.	<ul style="list-style-type: none"> Develop regular housing allocation ‘Learn How it Works’ workshops/training sessions to ensure realistic expectations and understanding of the system. Create education initiatives to raise awareness about issues/services e.g. choice based lettings system, domestic violence, and disability housing options. Establishment of (mobile) one-stop-information-shop, for advice, helpline, one-to-one support for housing issues. Outreach work. Information in different languages. 	LBM/ Priory Homes
(v)	Migration, community cohesion, anti extremism	<ul style="list-style-type: none"> Support community-led campaigns to challenge inequalities and raise awareness. Awareness training: communities to know more about their rights and how to ensure they are supported by legislation. Carry out work to understand the tensions from the perspective of different communities to help devise ways of diffusing these difficulties. 	MUN/LBM

5.3.9 Performance Monitoring
<ul style="list-style-type: none"> Ethnic Minority Housing Action Plan LBM Equality Scheme SMPCT – Equality Action Plan Xxxxxxx....

5.4 Older People

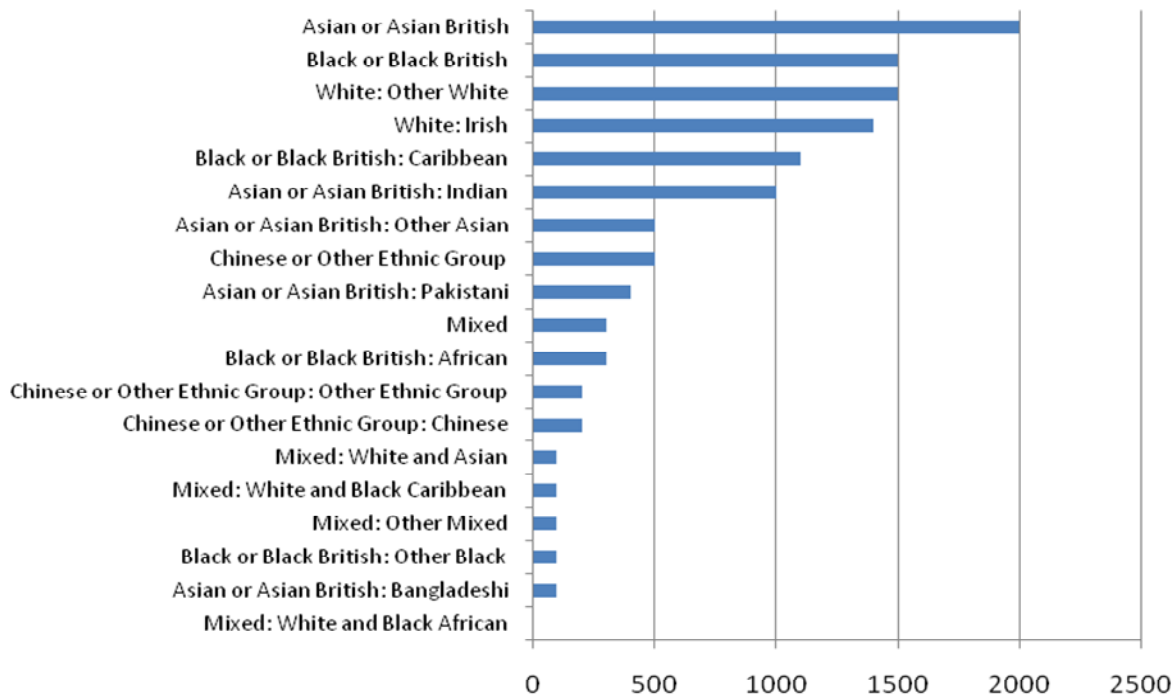
5.4.1 Profile

- Census
- Latest estimate
- Projection
- Trends issues.
- *The percentage of older BAME people who feel that their local area is a place where people from different backgrounds can get on well together*
- *Satisfaction of people over 65 with both home and neighbourhood*
- *The extent to which older people receive the support they need to live independently at home*

5.4.2 National Policy Issues

GLA Older People Strategy
Xxxxxxx

Pension aged BAME population Merton



ONS 2010 – data based on 2007

5.4.3 Local policy context

From JSNA
Older People strategy
Dementia- A Joint Commissioning Strategy for Merton 2010-15
Sutton and Merton PCT Strategy and Equality Action Plan

5.4.4 Local Statutory stakeholders

Sutton and Merton PCT
New Deal for Carers
London Borough of Merton

5.4.5 Local Voluntary sector groups, providers and stakeholder

African Educational Cultural Health Organisation (AECHO)
Ahmadiyya Muslim Association
Asian Elderly Group of Merton
Bengali Association of Merton
Bridges Foundation
Centre for Independent Living (CIL)
Steering Group
Ethnic Minority Centre
Goan Elderly Group
London South West Chinese Community Association

Merton Community Policing Partnership Merton
Goan Senior Citizens Association
Merton Oasis
Merton Somali Community (MESCO)
Merton Unity Network
Milat Asian Housing Association
Morden Pastoral Counselling Centre
MVSC - Development Service
MVSC - Development Service South West London
Law Centres
West Indian Families and Friends Association (WIFFA Ltd)

5.4.6 Local Issues (from interviews and workshops)

➤ Health/Social Care

- Growing older BAME population - adult care; 1st and 2nd generation migrants
- Independence vs isolation of elders – generation gap as second generation become more integrated and there are more 'mainstream' attitude to social care
- Expectation that BAME communities will look after their own leaves elderly carers looking after partners; independence and integration of younger generations leaves elders with less support
- Pressure on extended families that care for older people at home
- Difference in culture between youth and elders. Older generations not in touch with the issues which affect young people. Expectation of younger generations is higher. The elder generations did not expect equality, the younger do.
- Health problems specifically dementia in BAME elderly communities where no specific service caters for them. The perceived stigma associated with Dementia needs to be addressed; need to effectively raise awareness and to encourage people to seek support.

➤ Access / planning

- Expectation that some BAME groups "look after their own" means less planning for services
- Expectation that they look after their own affects employability and economic participation of community, often women.
- Access to meaningful engagement- language barrier, confidence, awareness of issues.
- Engagement needs to be transparent and easy to participate.
- Sensitivity to the need for a balance between culturally appropriate activities and mainstream activities
- Services need to be culturally competent, so that BAME groups do not feel excluded.
- Many of the BAME elderly do not feel comfortable accessing information through mainstream channels and would prefer receiving such information through their various organisations and clubs within the community.

➤ Social and Economic

- Means tested care
- Independence and integration of younger generations leaves older with less support
- Informal employment in earlier years leaves older people with little pension provision.
- Feeling safe in the neighbourhood,
- Feeling valued by society, wealth of experience not used

5.4.7 Key priority needs - as identified by BAME organisations	
(i)	Improved health/social Care
(ii)	Intergenerational services
(iii)	Greater opportunities for socialising among peers
(iv)	Recognition of older people support towards the family structure, ie caring for grandchildren.

5.4.8 Recommendations and Actions

Strategic Priorities	Action	Lead Partners/ Agencies
(i) Improved health/ social care	<ul style="list-style-type: none"> ▪ Care homes catering specifically for the BAME community. ▪ Ensure the myth that the BAME community always takes care of its elderly independent of statutory support is not adopted as a basis for commissioning and that appropriate support and respite are provided for those who choose this option. . 	<p>LBM</p> <p>LBM</p> <p>Carers agencies</p>
	<ul style="list-style-type: none"> ▪ Information: <ul style="list-style-type: none"> ○ Greater effort to communicate sources of support, for example, to BAME carers. ○ New Deal for carers to be written in simple everyday language and the process to access this benefit is not surrounded by red tape. ○ Advice on ‘Power of Attorney’ to be distributed at local BAME organisations and clubs, leaflets to be distributed through schools (for children to pass on to parents and grandparents) • Provide targeted health screening sessions to the BAME elderly communities at their various organisations and clubs. • Dementia: <ul style="list-style-type: none"> ○ Ensure outreach work to local BAME VCOs and businesses organisations to disseminate information on dementia. ○ Address issue of BAME dementia sufferers being misdiagnosed or diagnosed late due to misunderstanding of patients and failure of patients to see GPs when systems first appear. ○ Ensure occupational therapists are recruited to perform assessments on an individual basis; as caring for a dementia sufferer at home is not always the safest options. ○ Ensure that current publicity and promotional materials are culturally sensitive and appropriate; e.g. by contacting 	<p>Carers agencies</p> <p>LBM/ BME forum</p> <p>MVSC/ Age Concern</p> <p>SMPCT</p> <p>SMPCT</p> <p>Adult care</p>

	<p>individuals such as Hirjoy Ubi, a BAME psychologist who has produced health materials aimed at the BAME communities. BAME VCO's to be supported to assist in this endeavour.</p> <ul style="list-style-type: none"> • Support to be given to MUN to work with BAME VCOs to deliver a health awareness day. 	
(ii) Intergenerational services	<ul style="list-style-type: none"> ▪ Provision of activities that encourage better communication and understanding between older and younger generations. ▪ Encourage engagement of older people through school activities; passing on historical and cultural information, teaching skills such as embroidery and having a visible face at schools. 	MUN/PSN LBM -
(iii) Greater opportunities for socialising – particularly among peers	<ul style="list-style-type: none"> ▪ Ensure the provision and sustainability of day centres which promotes culturally sensitive and appropriate facilities, such as Taylor Road. ▪ Develop and promote collaborative working in the development of joint activities for older people. ▪ Develop cross-cultural activities to promote cultural heritage and community cohesion 	LBM MUN/BME Forum/PSN
(iv) Recognition of older people contribution	<ul style="list-style-type: none"> ▪ Ensure support is given to older people towards their assistance in developing the family structure, ie caring for grandchildren. 	LBM -

5.4.9 Performance Monitoring

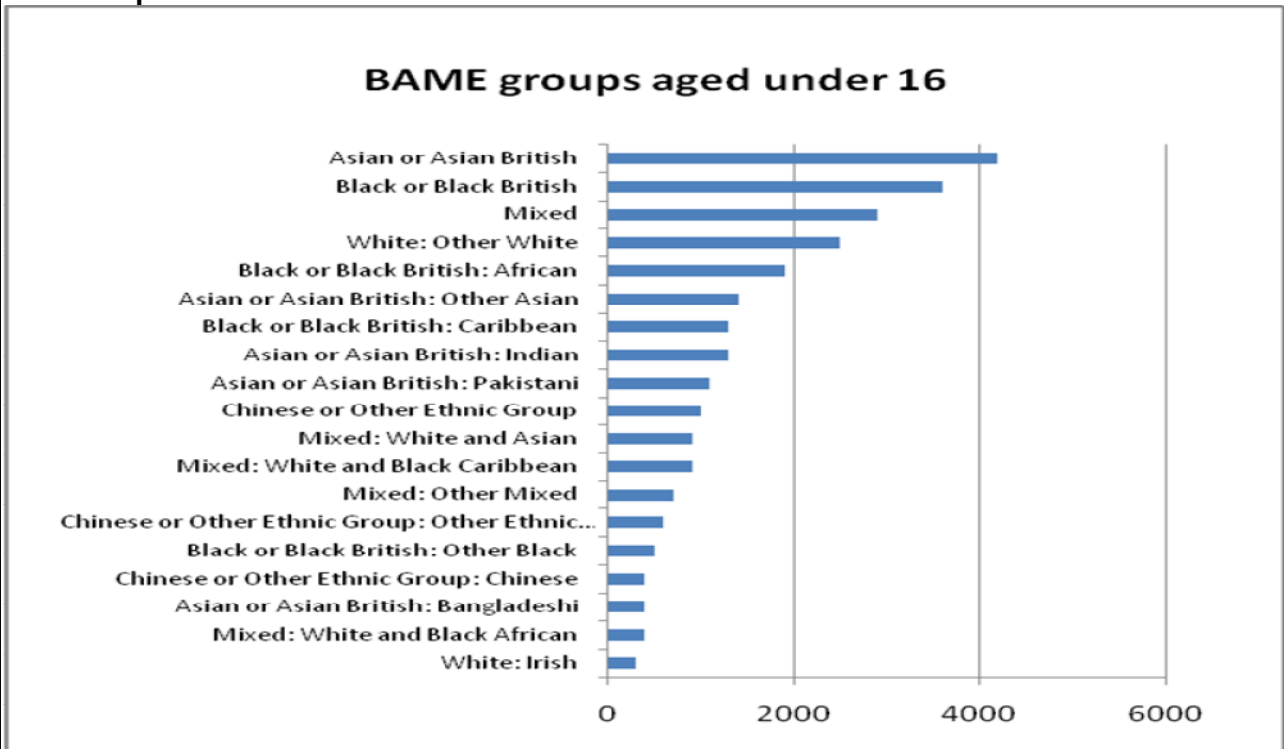
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5.5 Children and Young People

This section looks at the needs of children and young people. It includes issues of child poverty, opportunities for young people, parenting and family support.

5.5.1 Profile
Perceptions of parents taking responsibility for the behaviour of their children in the area

Population stats.....



ONS 2010 data based on 2007

5.5.2 National Policy Issues
Every Child Matters
xxxxxxx

5.5.3 Local policy context
Children and Young Peoples plan
Families - adoption social

5.5.4 Local Statutory stakeholders
LB Merton
Police
Skills Council
Merton College
LB Merton Schools
Extended Schools

5.5.5 Local Voluntary sector groups, providers and stakeholder

African Educational Cultural Health Organisation (AECHO) Abaana.Bantu	Merton Bangladeshi Association Positive Network Community Project Rilindja Rebirth Charity (Albanian)
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<p>Asian Youth Association Bangladeshi Association of Merton British Muslim Association of Merton Centre for Independent Living (CIL) Steering Group Christian Care Association Congolese & African Youth Solution (CAYS) Deen City Farm Ltd. Ethnic Minority Centre London South West Chinese Community Association Merton Asian Women's Association</p>	<p>Somali Support Solutions South London African Women's Organisation (SLAWO) South London Refugee Association - Asylum Welcome South Mitcham Community Association South West London Law Centres Stowarzyszenie Na Rzecz Polskich Rodzin (Association for the Polish Family) Wood World Missions Merton Community Policing Partnership Merton Unity Network Merton Sickle Cell and Thalasaemia Group</p>
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5.5.6 Local Issues (from interviews and workshops)

➤ **Environment and young people**

- Higher proportion of BAME children in low income households (child poverty).
- Lack of attainment and qualifications among BAME children; What is the council doing to address this imbalance especially when 50% of primary school intakes are from the BAME community?
- Noticeable drop in BAME children's academic achievement when they leave primary school to attend secondary/high school.
- Lack of opportunities and progression for BAME teaching staff. Lack of visible BAME teachers in Merton's schools especially those schools not in the East of the borough is a concern.
- Young people from ethnic minorities face double discrimination.
- Breakdown of family values and family system in UK communities has an effect on BAME youth.
- Greater parenting skills are required; training needs to be provided to parents to address issues such as underage pregnancies and culture gaps.
- Gang culture
- Drugs and alcohol misuse
- Obesity in some cultural groups
- More health promotion needed, e.g. sexual health
- Stigma of being from the wrong side of the borough (the east)
- Stop and search; proper procedures need to be followed

➤ **Isolation – generation gap**

- Bridging the gap between generations and community.
- Having a voice; being listened to by adults – being meaningfully consulted and able to contribute and participate within the community.
- Value young people's culture but allow them to be bi-cultural across generation and ethnic groups.
- Opportunities for young people to engage with adults so they can get on in the workplace and display their worth.

➤ **Access to services for young people**

- Need to learn the tricks which allow access to society
- Homelessness, for example, young people, asylum seekers
- Working in partnership to manage the asylum process.
- Provision of appropriate youth activities – gender separation for some groups, e.g. specialist activities for young girls; female only swimming after school hours
- Supplementary training to make up for the lack of attainment in schools
- Youth Parliament to be well representative of the community
- Mentoring and nurturing young people: a sense of instilling self-esteem, self-worth,

- confidence and ambition.
- Language support for BAME mothers, ESOL language training. There needs to be more mother and child support. Culture appropriate projects aim to bring language support into homes.
- Parenting skills and counselling support arrangements
- Information, advice and guidance needed

➤ **Social and economic**

- Young people need to fulfil ambition, but also to have realistic ambitions.
- Respect and trust is needed from others in the community e.g. adults
- Appropriate engagement required – quick turnover from discussion to action
- Allow participation in mainstream society rather than ghettos; meaningful engagement, e.g. with service providers
- Need to challenge demonising stereotypes of young people as, clueless, in gangs and dangerous
- Removing language barriers
- Lack of job opportunities for young people
- Embracing cultural life; music enables self-expression
- Managing and exploring Identities
- Making friends
- Young parents; teenage pregnancy
- Governance training for groups
- Harnessing energy
- Dealing with other peoples issues (emotional baggage)

5.5.7 Key priority needs - as identified by BAME organisations

- (i) Bridging the gap between generations and communities.
- (i) Managing the asylum process.
- (ii) Youth Parliament - representation
- (iii) Removing barriers; language
- (iv) Central networking

5.5.8 Recommendations and Actions

Strategic Priorities	Action	Lead Partners/ Agencies
(i) Bridging the gap between generations and community.	<ul style="list-style-type: none"> ▪ Develop relations between MUN's Peer Support Network Young People & Older people sub-groups through joined up work programmes and related activities. ▪ Develop media project for young people that involves heritage/ bridging the age/geographical gap. ▪ Create education initiatives to raise awareness about young people issues/services. ▪ Develop Peer/Family Learning Projects 	MUN/PSN sub groups LBM
(ii) Managing the asylum process.	<ul style="list-style-type: none"> • Work with/support South London Refugee Association and other BAME VCOs to develop their programme for support to young people. 	PSN SLRA
(iii) Youth Parliament - representation	<ul style="list-style-type: none"> ▪ Ensure full representation of BAME communities, for example, ensuring that young asylum seekers are not excluded. ▪ Young people to know more about their rights and how to ensure they are supported by legislation. ▪ Work with/support LB Merton to develop engagement 	LBM -

	and mentoring programme for Youth Parliament, seeking reps from currently unrepresented socio-economic, ethnic, geographical groups. Develop incentive/development packages for reps -e.g. work opportunities etc.	
(iv) Removing barriers: bilingualism identity	<ul style="list-style-type: none"> • Race equality to be a target against which outcomes are measured. • Map English as second language (across the borough) and ESOL provision. Develop cross-borough partnerships to ensure full language/translation support services are available to statutory bodies and services etc <p>Support community-led campaigns to challenge inequalities and raise awareness, for example about heritage, intergenerational work, ethnic group inequalities.</p>	All Merton College BME FORUM/BME Forum
(v) Central networking	<ul style="list-style-type: none"> ▪ Develop MUN's Peer Support Network Young People sub-group to improve networking and sharing of information, resources, knowledge, skills, expertise etc. ▪ Develop buddying/mentoring programme for refugees/asylum seekers and other young people or young and old people. Big brother type project. 	BME FORUM/PSN LBM/BME FORUM
5.5.9 Monitoring		
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5.6 Unemployment, Skills and Enterprise
This section focuses on the issues that impact adversely and disproportionately on BAME communities in respect of barriers to employment and skills development.
5.6.1 Profile
Labour force survey Employment statistics New start-ups <i>The percentage of unemployed people claiming benefit who have been out of work for more than a year</i>
5.6.2 National Policy Issues
Mayor's xxxxxxxxxx Xxxxxxxx
5.6.3 Local policy context
Economic Development Strategy Recession strategy Skills Audit Action Planning (March 2004) Merton Local Labour Force and Labour Market Survey (February 2005) Key results from both documents were: <u>Unemployment – key barriers</u> <ul style="list-style-type: none"> • Childcare costs • Travel time • Many respondents need intensive tailored support, to gain employment, not one size fits all approach • Residents not aware of affordable training opportunities. • Black African and Caribbean men disproportionately affected <p>Initiatives proposed, included supporting the retention of employment land in order to maintain a pool of local jobs, redressing travel time issues. Encouraging working from home and flexi work in order to overcome childcare and travel time barriers. The establishment of a locally based one stop tailored employment support service on a one-to-one basis.</p> <u>Skills</u> <ul style="list-style-type: none"> • Many respondents lacked soft skills • Lack of coordination – partners need to work together, be unselfish and share clients. <u>Employers – key issues</u> <ul style="list-style-type: none"> • Employers do not see the benefit of taking on staff with additional support needs • Employers are not aware of the help that is available to take on and train staff • Skills mismatch <p><u>Initiatives proposed</u>, included training for lone parents; employability and transferable skills development; confidence building training – soft skills; protocols to guide inter-agency referrals. Influencing learning prospectus by focusing on skills gap areas. An Action based communications strategy – needed to persuade business of the benefits through newsletter communicating the business case for diversity and for training; outreach events; use of learning broker model; one to one's with employers and use of existing intermediaries, e.g. collaborative working and follow up on employers.</p>
5.6.4 Local Statutory stakeholders
LB Merton

5.6.5 Local Voluntary sector groups, providers and stakeholder
<p>Mitcham Means Business Merton Chamber of commerce</p>
5.6.6 Local Issues (from interviews and workshops)
<p>➤ Unemployment and skills development</p> <ul style="list-style-type: none"> • Lack of work opportunities for both highly and lower skilled BAME people • Provision and protection of local jobs • Employment: need BAME representation in senior roles locally. Large employers must lead by example and employ proportion of full range of BAME groups • Loss of employment opportunities; Domino effect of companies closing down that rely on each other going out of business. • Local poorly paid jobs • The role of the BAME third sector in employing many marginalised and disadvantaged communities and also reaching out to them locally (how many are employed locally and who is providing what type of service. • Poor transport hinders mobility; for example, location and excessive costs of travel. • Mentoring opportunities sparse • Poor intake of internships – apprenticeships • Low representation of BAME staff in senior roles – there is evidence that not only are BAME groups under represented in senior roles but that it is harder for them to be appointed for senior roles. Statistics provided by one large local employer indicate that for some BAME groups are five times less likely to be appointed than their white peers. • Learning opportunities to be given to those who do not achieve standard national qualifications such as GCSE's; vocational training given to get on a career pathway. • English for Speakers of other Language (ESOL): Many people are trapped by the financial support application process and funding threshold for ESOL language training. Limited support for people for whom English is a second language • Some key policy related documents are not being consulted on properly and widely with BAME VCOs who feels they are used as a tick box exercise. • Restriction on funding (such as benefits) for some BAME groups, e.g. refugees and asylum seekers. Support given to refugees – often without economic support and not allowed to work. This is hard for families and especially where families want to lead by example. • Refugees need help to convert qualifications – they can also be a resource for helping local young people build up their skills. • Increased numbers of BAME seeking volunteering opportunities requires more infrastructure support. • Volunteers must not be exploited as a cheap way to provide services <p>➤ Business</p> <ul style="list-style-type: none"> • Support needed for the establishment and development of BAME businesses. Small businesses (e.g. corner shops) need help to compete with multi-national companies. • Local Market Research required assessing need and making sure BAME sector can respond effectively with changing needs. <ul style="list-style-type: none"> • Social Enterprise • Receives good support for start up initially but no long term support – BAME organisations usually much smaller – not many large BAME led organisations. • Local commissioning to be accessible by BAME organisations • Merton Pound - keep money local

- BAME sector reliant on a few sources of funding. What else can the sector do – develop full spectrum of skills e.g. technology, high tech, cuisine, culture and arts. Build up of skills improve competitiveness
- Impact of downturn on funders adversely affects the survival of BAME organisations

5.6.7 Key priority needs as identified by BAME organisations

- (i) Improve support to BAME organisations.
- (ii) Skills: Training and development
- (iii) Access to local Commissioning
- (iv) Educating “locals” on how to increase representation at all levels.

5.6.8 Recommendations and Actions

Strategic Priorities	Action	Lead Partners/ Agencies
(i) Improve support to BAME organisations.	<ul style="list-style-type: none"> • Regeneration: Protection of employment land and housing; for example, planning development control restriction on ‘change of use’ to safeguard local jobs. • Greater support to BAME start up businesses, through training, sign posting to relevant statutory bodies, businesses and organisation that can assist. • More business support from professionals (i.e. from 5 yrs onwards in business). • More partnerships, lobbying for more support for smaller organisations. Advice on how to win council contracts and where to receive loans with reasonable interest rates. • Interest free loans set up to curb economic issues. 	LBM – Chamber of commerce
(ii) Skills: Training and development need	<ul style="list-style-type: none"> • Provision of training to reduce skills gaps so that BAME communities can compete. • Develop and promote training opportunities – awareness of commissioning events and training • Develop training specific to clients’ needs and who delivers it. Open invitations to wider groups and networking. • Provide skills session; to develop soft skills, which “open doors” 	LSC Adult education
(iii) Access to local Commissioning	<ul style="list-style-type: none"> • Develop a solution to ensure access to local commissioning. • Develop cultural competencies and awareness of services, in training on how to bid and procure services 	MUN/MVSC LBM
(iv) Educating “locals” on how to increase representation at all levels.	<ul style="list-style-type: none"> • Encouraging networking at all level. Providing up to date information on opportunities and availabilities. • Providing the correct information in the right places. Knowing what’s out there and making informed choices. 	All

5.6.9 Performance Monitoring

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5.7 Safer, Stronger and Sustainable
This theme explores issues of community safety, building a stronger and sustainable BAME sector.
5.7.1 Profile
<ul style="list-style-type: none"> • Hate crime statistics • Annual Residents Survey • <i>The percentage of people who feel that their local area is a place where people from different backgrounds can get on well together 77%</i> • <i>The percentage of adults surveyed who feel they can influence decisions affecting their local area 38%</i> • <i>The percentage of people who feel that local ethnic differences are respected</i> • <i>Number of racial incidents recorded by police authorities per 100,000</i> • <i>The percentage of people from different backgrounds who mix with other people from different backgrounds in everyday situations</i> • <i>Participation in regular volunteering</i> • <i>Perceptions of anti-social behaviour</i> • <i>Perceptions of drug use or drug dealing as a problem</i> • <i>% of people who feel they can influence decisions in their locality</i> • <i>Overall / general satisfaction with local area</i>
5.7.2 National Policy Issues
<ul style="list-style-type: none"> • Prevent Violence Extremism • Cohesion Delivery Framework 2010
5.7.3 Local policy context
<p>Community Plan: Safer and Stronger Community Cohesion Strategy Neighbourhood Renewal Strategy/Action Plan Regeneration and Sustainable Communities Scrutiny Committee: Impact of recession on BAME communities; response and action plan Economic Development Strategy</p>
5.7.4 Local Statutory stakeholders
<p>Police Merton Council</p>
5.7.5 Local Voluntary sector groups, providers and stakeholder
<p>African Educational Cultural Health Organisation (AECHO) Escape Youth Group Friends of Haydons Road Recreation Ground Merton Priory Trust Merton Unity Network Merton Voluntary Service Council The Wandle Forum</p>
5.7.6 Local Issues (from interviews and workshops)
<p>➤ SAFER - COMMUNITIES</p> <ul style="list-style-type: none"> • Reduction in gang culture and activities • Domestic violence; a higher profile in some communities, e.g. honour killing. • Tackling racially motivated and hate crime and racial harassment

- The “Prevent Extremism Agenda” and resurgence of racism – some community tensions in some areas, e.g. rising profile of religion and Islamophobia
- Specialist victim support for BAME communities needed. Who are involved – are commissioned services appropriate for those perpetrators who are released – how proportionate are the figures for those involved in crime.
- How safe is Merton re hate crime?
- Gap left by Merton Race Equality Partnership needs to be assessed and addressed.

➤ **STRONGER - COMMUNITIES**

- Improving community engagement - statutory sector lack capacity and local contacts and need to engage with BAME groups and involve them in developing policies; their duty to involve. Some scepticism about statutory sector and the possibility of genuine engagement.
- Recognition needed of the positive work that the BAME voluntary and community sector do for promoting cohesion.
- VCOs must not pander to stereotypes; communities are complex and not one dimensional so voluntary sector needs to reflect the diversity within the communities. There is a wide diversification of different BAME groups that needs addressing.
- Importance of community cohesion, integration – and maintaining an identity. There is a connection between religion and cultural identity.
- Community tension is on the whole positive. Deprived communities (of white and BAME groups) often have the same issues BUT white working class do not experience racism and hate crime. Important to fight and undermine racism and there is a need for BAME communities to come together with their deprived non BAME neighbours; to build a stronger community; to diffuse the potential for racist sentiment and appeals to funders issue.
- Concern that some BAME communities do not feel they are getting on together. There is the importance therefore of defusing tensions between some BAME communities; for example through the presence of new arrivals.
- Threat of segregation - communities looking inward; some communities are very focused on issues from country of origin. Some provide mono-cultural services and run the risk of becoming segregated and inward looking. This leaves them vulnerable to isolation.
- Gang culture – can this energy be harnessed for positive causes and does gang membership fulfil a need for support within a group?
- Saturday schools – a community based resource for bridging the skills gap
- Isolation within communities – generation gap
- Need to broaden out from traditionally well connected communities – to make connections to new communities
- Venues needed for local groups – for cultural activities, around the borough not always east of the borough, e.g. Mitcham
- ESOL is essential for cohesion
- Migrants seen as scapegoats for the economic downturn – recession
- Competition, “survival of the fittest?”. Clear identity and remit.
- Encourage participation in 2011 census collection

➤ **SUSTAINABLE (ORGANISATIONS AND COMMUNITIES)**

- Neighbourhood Renewal, Regeneration and Sustainable Communities: Town centres and Neighbourhood Renewal Area Plans
- Dependence on “charismatic leaders” – succession planning needed within organisations
- Imposed responsibility and agenda hinders progress within some communities
- Changing nature of funding for BAME VCOs – from grants to commissioning.
- Funding for VCOs is major concern; funding crisis will impact on BAME communities. Decisions/challenges: voluntary sector v social enterprise for the delivery of services.
- Increased need and reduced funding for BAME VCOs.

- BAME VCOs responding to the sceptical climate and adapt move from grants to commissioning.
- Building capacity with depleting resource.
- Need for Disability (DDA) compliant premises
- Adverse impact of economic downturn (recession) on BAME third sector

5.7.7 Key priority needs as identified by BAME organisations

- (i) Improve community engagement
- (ii) Improve effectiveness and access:
 - Influencing change
 - Mapping of activities
 - Building capacity
- (iii) Gang culture – fear of crime

5.7.7 Recommendations and Actions

Strategic Priorities	Action	Lead Partners/ Agencies
(i) Improve community engagement	<ul style="list-style-type: none"> ▪ Provision of linguistic capital for BAME groups to participate and to compete. ▪ Partnership working in getting people involved with decision making process. ▪ Encourage communities to participate in next national census 2011. ▪ Co-ordinate BAME groups and get them involved in participating in civic life. ▪ Statutory agencies to engage with BAME groups and involve them in developing policies; a duty to involve. 	LBM/MUN/ MVSC
(ii) Improve effectiveness and access	<ul style="list-style-type: none"> ▪ VCO to become more astute about gaining funding. ▪ VCOs to plan for a move from grant based to commissioned services. 	MUN/PSN/ MVSC
<ul style="list-style-type: none"> ▪ Mapping of activities 	<ul style="list-style-type: none"> ▪ VCOs to map services and position themselves so that they can highlight which of their existing services align with statutory priorities. For example, cultural and social organisations should emphasis their role in promoting community cohesion which can bring people together and reduce isolation. ▪ Improve service co-ordination and planning for BAME VCOs. 	MUN/LBM MUN/PSN/ MVSC
<ul style="list-style-type: none"> ▪ Capacity building 	<ul style="list-style-type: none"> ▪ VCOs to develop targeted support to help them become less dependent as few resources dry up. ▪ VCOs need to review their role and gather evidence which demonstrates the need for the services they provide and any outcomes which is to be achieved. (Coordination of fragmented funding, summarising structure, etc - not all exclusive.) 	MUN/PSN/ MVSC
(iii) Gang culture – fear of crime	<ul style="list-style-type: none"> ▪ VCOs to work in partnership to assess the impact of gang culture and reduce fear through community participation and support. 	MUN/PSN LBM/Police

<ul style="list-style-type: none"> Concern that some BAME communities do not feel that they are getting on together. 	<ul style="list-style-type: none"> Carry out work to understand the tensions from the perspective of different communities to help devise ways of diffusing these difficulties. Develop opportunities for people to discover positive aspects of fellow communities. E.g. VCO mentoring schemes support across ethnic groups 	MUN / LBM
5.7.9 Performance Monitoring		
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5.8 Crosscutting Issues and Needs
<p>There are a number of cross cutting issues which are relevant to the various sub themes, below but are also highlighted throughout the Plan.</p> <ul style="list-style-type: none"> Partnership capacity: engagement and sustainability Regeneration Gender
5.8.1 Partnership Capacity: engagement and sustainability
Engagement
<ul style="list-style-type: none"> Agencies having trouble getting through to BAME communities. Genuine engagement and participation is required. There has been some concern that consultation (with BAME VCOs and communities) is superficial and disingenuous. Groups need transparency in consultation, where local people are given sufficient information and can inform decision. Statutory sector needs to be trained to interpret and read between the lines; often engagement does not ask the most pertinent or searching questions and this leads to glib and unsubstantial responses. This is demonstrated in the exchange about street scene issues.
Sustainability
<ul style="list-style-type: none"> The feeling of exploitation of BAME groups by other agencies. Need for statutory agencies to share data with BAME groups for the benefit of local communities. Need for premises and access to venues. Cultural type organisations have a role to play in developing cohesion. BAME VCOs face similar challenges to small non BAME groups. They need funding and other resource, often they will access support from different infrastructure organisation. BAME VCOs need support for capacity building. One of the most common concerns of BAME VCOs is how the third sector would survive financial pressures following the economic crisis. There is also concern about access to public funding and the role of the voluntary sector for the future. Too many people chasing limited sources of funding. This funding crisis can lead to

conflict between VCOs.

- A lot of work is being done and services provided, but many BAME VCOs have lost funding and some are folding. Funding crisis experienced, where funders need evidence of the work VCOs do; services provided and who they serve. They also need a clear link to business plan, community plan and other Merton Partnership documents. BAME VCOs will need to diversify; look at the skills that the community have which can be charged for; to raise revenue in the light of funding cuts. There is the need, however, in striking a balance between charging a nominal fee and losing clients because of costs.
- Need a DDA compliant venue; dangerous for people to visit services if not DDA compliant.
- VCOs experiencing cut in funding is considering changing name and moving away from Merton. Also some groups need to extend their reach if they are to survive.

5.8.2 Regeneration

- The demand and relative value of land for residential development has led to the loss of considerable quantities of employment land and displacement of many jobs from the borough.
- The number of jobs has fallen by about 1,000 while the population of working age has grown by more than 10,000. Resident workforce has increasingly commuted to work in central London.
- Low wage economy: average earnings for all jobs in Merton are low relative to those among its neighbouring boroughs and in the rest of Outer London.
- Town centres are considered crucial to economic prosperity: they are where people make and spend money and are key magnets for investment.
- Transport is a key issue affecting viability of town centres.

5.8.3 Gender – inequality

Many of the issues raised in this Plan affect the genders differently so targeted action is required where appropriate.

- Women - Apart from obvious medical areas, such as childbearing and reproductive health, there are also social issues which affect female members of communities. Honour violence, genital mutilation, oppression, people smuggling, subservience, some not allowed to integrate, or allowed to develop English. Women targeted for choosing to wear religious clothing, some women may feel pressured to conform.
- Men - the profile of concerns is also relevant, prostate cancer, mental illness, suicides, cardio vascular disease affects BAME males more. Young BAME males also more likely to be affected by stop and search, excluded from schools and be victims of street violence.

6. KEY CHALLENGES FOR BAME ORGANISATIONS

Communities are not homogenous; they are diverse and there are complexities in ensuring equality in access to services. The diversity of Merton's BAME sector is enriched with a wide range of culture. Public services need to be sensitive to the needs of all customer segments including those groups that have been defined by their identification to different national, ethnic or religious origins. This task is becoming increasingly complex as the population itself becomes more complex, but a failure to do so risks leaving large segments of the community disconnected.

All support agencies should therefore work in partnership to ensure access, particularly if best value is to be achieved and maintained and proper regard is given to equality of access. This can be effective where the equality impact assessment process, used as a formative state, is taken into account.

Community engagement through various forms, such as having a voice in influencing policy is a strength which many funders and parliamentarians are looking for and to which BAME VCOs should take action to address; to get involved and be heard, for example, through representation on the Compact Board, Local Area Agreement (LAA) and a range of commissioning processes. The BAME sector needs to ensure that their grass roots experience is taken into account in determining policies.

Changes in the funding and political landscapes, compounded by the recession, have seen many BAME organisations folding. The London economic downturn has meant a reduction in small grants programmes, where funding streams have become too expensive to offer to VCOs. There has been a paradigm shift which means funding has become bigger and fewer. Government Departments are operating a strategic procurement and commissioning model which is contextually value added; moving towards larger projects with greater flexibility; adopting purchasing models supported with project plans and driving value for money. The public sector poses a finance challenge which has implications for local government expenditure and investment strategy.

Changes have also seen 'equality', particularly "race equality" replaced with the term 'cohesion'. Without core funding (essentially for running costs) many BAME VCOs cannot exist. Nevertheless, cohesion is viewed as another take on society for the Third Sector, but cohesion does not generally support "single" identity groups, for example BAME VCOs; who provides "specialist services" for many ethnic minority communities. If there is a need for these specialist services then the opportunity must be given or taken for them to be provided, which may result in positive action being taken to improve race equality and ensure "best value" is being obtained by services users and the wider communities.

Does the benefit of social objective outweigh the costs of provision?

BAME VCOs need to work together to gain access, and the sector needs to ensure that it can reduce the imbalance in the competition for contracts; and is able to face the challenges of the recession (as groups dip into reserves and work in collaboration to strengthen back office work and campaigning); to be more effective to weather the storm.

The demographic across London Boroughs such as Merton, is continually changing. In respect of the BAME sector, there is the impact of:

- Mobile communities; migration.
- Economic conditions; (e.g black men are not as mobile for employment);
- Culture and value
- Technology in respect of life chances and opportunities.

2011 Census - the whole environment has shifted since the 2001 Census and the 2011 Census will no doubt show some positive as well as negative changes in the population, class and economic profiles of the BAME Third Sector. It will no longer be appropriate to use Asian as a blanket term, for example, classifying Bangladeshi communities as other Asian groups.

Funding Environment - Many voluntary sector organisations have been created in a different funding environment and will need to adapt to the new funding culture. This will require a strategic awareness of community needs and policy priorities, a firm evidence base for community needs and how the interventions that VCOs provide can help meet the statutory obligations.

In addition there is growing awareness of the complexity of ethnicity and the interplay with social class and deprivation. The needs of the different BAME groups can be different, and show different patterns. For example some BAME groups achieve higher than average school attainment, while other have show strong entrepreneurial flair and success, some are less deprived, some have language needs other have health needs.

For this reason statutory sector is recognising that ethnicity alone is not necessarily an indicator of need. While this has been couched in unfortunate rhetoric the BAME voluntary sector needs to be aware of this changing attitude and provide strong evidence base to justify their work.

Need to move away from “Me too funding” and towards commissioning (fec) services, in effect to follow a social enterprise model. There are however opportunities and recommendations, to pool resources and work in a conciliatory way to maximise the benefit for communities,

- Commission local work.
- Utilise existing information,
- Capacity building, through training development.
- Build infrastructure; Not forgetting the spinoff value of voluntary sector in building these.
- Greater need means greater demand for expertise, which is held in voluntary sector.
- Cross borough work – reduced reliance on grants from monopoly funders opens up the possibility for cross borough projects

Information Gap

Within the statutory sector, there is generally a lack of local information, or an inability to use intelligent and up to date data to correctly evaluate the development, and impact, of policies on certain groups within society, for example, young BAME people. Such information can be readily obtained from faith, voluntary and community groups.

7. RESOURCES: MANAGEMENT AND MONITORING ARRANGEMENTS

There are a number of strategic actions that have been outlined within this Plan, for which Merton Unity Network and the BME Forum will need to take forward, in partnership, and in alignment with a number of key agencies' action plans, for example, LB Merton – Corporate Equality Scheme (2010-2013) and the Community Plan 2009-2019. These will need to be resourced to ensure the development and implementation of this Strategic Plan and ultimately the empowerment of BAME organisations and their communities to work in partnership to realise their goals. A range of support, financial and otherwise, will be required from key agencies to facilitate successful implementation of this Strategic Plan.

The action plan will be developed with clear delegations and review procedures to 'check' progress and evaluate the impact on BAME organisations. Work will be implemented in partnership with members of Merton Partnership, Race on the Agenda, MiNet and other local, sub-regional and regional agencies.

8. FEEDBACK FROM BME FORUM MEMBERS

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10. **KEY DOCUMENTS AND REFERENCES.**

London Borough of Merton

Economic Development Strategy

Equality and Diversity Policy & Corporate Equality Scheme

Ethnic Minority Housing Strategy (Draft at 2009/10)

Merton Labour Force and Labour Market Survey 2004

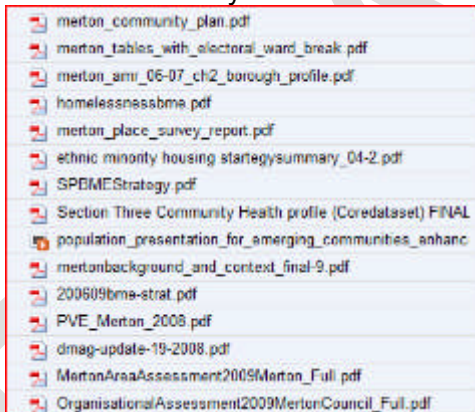
Merton area assessment - Audit commission

Merton Place Survey

Merton Local Strategic Partnership

1. Business plan
2. The Community Plan 2009-2019
3. Local Area Agreement
4. Neighbourhood Renewal Strategy - 2004
5. Community Cohesion Charter and Strategy
6. Annual Report
7. Audit Commission review
8. Equality Scheme
9. Merton Partnership Performance Management Framework
10. **5 key messages**
11. **Recession response and action plan**

Merton observatory



Merton Unity Network

BME Strategic Plan 2006-20090

Review of the Metadata Research, August 1999: health, education and housing in relation to Merton's BAME communities

Seminar Feedback: 24 March 2009 (Interactive Session at International Day); 26 February 2010 ('No Change No Gain')

BME Forum and Focus Group meetings (Notes from xxxx 2009 to June 2010)

Sutton and Merton PCT

JSNA

Public Health Report

Equality Action Plan

BAME references in Key local documents

Community Plan 2009 - 2019

P11 – p12 25% of the population is from Black and Minority Ethnic groups, and this rises to over 50% in Merton schools. This makes Merton the 23rd most diverse local authority nationally. There are significant populations of mixed heritage, Black African, Black Caribbean and Asian origins. Recent rises have also been seen in the South Africa and Polish populations. Language data shows Tamil and Urdu speaking populations doubling with more than a 1,000 speakers in each group; the Polish speaking population has increased five fold, to over 400 speakers; Somali and Filipino populations, although small in number, have also doubled. 63.3% of Merton residents are Christian, 5.8% are Muslim, 4.65% are Hindu and 16.55% are not religious. Merton has high levels of community cohesion, with 85% of local residents feeling that their local area is one where people from different backgrounds get on well together. Merton is also consistently one of the four safest London boroughs, and crime has fallen by over 6% in the last 12 months, although it remains a major concern for our residents.

P19 - Support for people with disabilities, older and young people and BME groups

P24 - A Strategic Housing Market Assessment has informed the Local Development Framework and the Housing Strategy by identifying housing needs and demand in the borough. Reviews of Merton's Housing and Homelessness Strategies were completed in 2008/09, and supporting housing strategies, for older people, ethnic minorities and affordable warmth, are also under review.

P24/25 - The Ethnic Minority Housing Strategy sets out to improve the responsiveness and sensitivity of housing provision for black and minority ethnic communities in Merton, and aims to further strengthen partnership working and understanding of needs.

P40 - People from BME groups are disproportionately disadvantaged by their lack of skills and qualifications, particularly in east Merton. There is scope for more businesses to recognize the value of a diverse workforce and to connect more with their local communities, although many are already good at providing opportunities for work experience and contributing to local networks and partnerships

p50 - Voluntary, community and faith groups also play a key role in bringing people together: a multitude of faith and BME groups in Merton play a vital role in fostering community cohesion. All groups are essential to community involvement, enabling people to volunteer, participate in decision making and, increasingly, help shape the delivery of local services.

P60 - A Black and Minority Ethnic (BME) Strategy was developed by the Merton BME Forum, a sub-group of Merton Unity Network, setting out a plan of action to work in partnership across a range of agencies locally, sub-regionally and regionally, to support the development of BME organisations and to help fulfil their aspirations and those of their communities. In recognition of the vital contribution that volunteers make to Merton's communities, the 2007-10 Local Area Agreement included 'stretch' targets to increase the number of people taking part in formal volunteering, with a particular focus on people from socially excluded groups.

P61 /62 - Trends up to 2019

Merton is a diverse borough: 25% of the population is from a BME group and this is predicted to rise to 37% by 2011. The east of the borough is more diverse than the west. Graveney ward is the most diverse ward in the borough, with 53% of the population from a BME group, and Longthornton, Figge's Marsh and Pollards Hill wards are also particularly diverse. People from BME groups are disproportionately disadvantaged by their lack of skills and qualifications, particularly in east Merton.

Merton's school population is more diverse than the wider community, with 55% of children and young people in Merton's schools coming from BME groups. Since 2003 the BME school population has risen from 45.9% of the roll to 52.3% in 2008 and in the primary population the BME rate has increased by 10% to 53% over the last five years.

26% of the population in Merton was born overseas and data suggests that this figure is growing, for example there has been a 27% increase in the number of children exposed to a non- English language at home, and there has been a 249% increase in the number of Polish-speaking children in schools. Whereas

South African and Irish residents are concentrated in the west of the borough, and Polish residents have settled most in the east and the north of the borough, the east of the borough sees the highest concentration of Sri Lankan, Ghanaian and Pakistani residents. The east of the borough is already more diverse than the west and, as can be seen from the patterns above, many of the new and emerging communities are settling in the east, particularly those from BME groups. This suggests that the east of the borough will grow increasingly diverse, as the west remains more homogenous.

P64 Actions Stronger Communities

S.9 Review the Black and Minority Ethnic (BME) Strategic Plan and deliver actions identified as part of the review

p71 The Happy Soul Festival

The Happy Soul Festival originated in Merton in 2007 as a small film festival aimed at engaging people from black and minority ethnic populations in films which address mental health issues from the perspectives of their own cultures. The first event encompassed 3 events and engaged 350 people – feedback surveys indicated the people felt this very helpful in raising the awareness of mental health, particularly in cultures where this was associated with shame and therefore 'brushed under the carpet' thereby inhibiting early identification and intervention to support/treat the person. Happy Soul II in 2008 was much enlarged and engaged 1,300 people over 4 boroughs, and this innovative approach to engaging black and minority ethnic populations in mental health won the London Health and Social Care mental health award for community engagement.

P82 As life expectancy increases, the proportion of the population aged over 85 in Merton will increase over the next 10 years. Growing numbers of people from ethnic minorities will be entering retirement age and this will affect how services are delivered to an increasingly diverse and ageing community.

London has 45% of the UK's population from black and minority ethnic communities and this is now being reflected among London's older people. The Greater London Authority expects that the current 14% of London pensioners who are from black and minority ethnic communities will rise to 21% by 2016 and 25% by 2021. Most older Londoners are women, with 64% of Londoners over 60 being women with large majorities at older ages.

P84 more people from ethnic minorities will be entering retirement age

p85 The voice of the over 50s has become more prominent but will continue to grow to ensure all services recognise and address the needs specific to older people. This will include areas such as improved standards of driving by bus drivers, the ability to shape services as they are being formulated and ensuring providers of existing services react to specific areas of concern. More use will be made of existing forums for consultation, for example, the Celebrating Age Festival Friends database, particularly as this captured a good spread of ages from 50 to over 90 as well as a range of people from ethnic minority backgrounds.

P86 The diversity of older people will increase and there will be improved understanding and delivery of care for people from different backgrounds, people with different sexual orientation and

people with other specific needs. While some minority ethnic groups have their own support systems, organized support groups need to have greater awareness of these needs and this will increase.

The borough has also seen a rise in the Black and Minority Ethnic (BME) school population. Since 2003, the BME school population has risen from 45.9% of the total roll to 52.3% in 2008. For the primary population, the increase of BME pupils has seen a rise from 10% to 53% over the last five years.

P91 Through a number of initiatives including our 'Black Boys Can' project (for which we won a national award), and a BME exclusions reduction pilot, we have improved attainment and reduced disproportionate exclusion of black children from Merton schools.

P93 The borough has also seen a rise in the Black and Minority Ethnic (BME) school population. Since 2003, the BME school population has risen from 45.9% of the total roll to 52.3% in 2008. For the primary population, the increase of BME pupils has seen a rise from 10% to 53% over the last five years.

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NIs: comparator scores

		NI Score	
NI1	% people who believe people from different backgrounds get on well together in local area	77.1	+0.8
NI2	% of people who feel they belong to their neighbourhood	51.7	-0.3
NI3	Civic participation in local area	12.6	-4.4
NI4	% of people who feel they can influence decisions in locality	38.3	+3.3
NI5	Overall/ general satisfaction with local area	78.5	+3.6
NI6	Participation in regular volunteering	19.7	-1.1
NI17	Perceptions of anti-social behaviour	22.6	-3.9
NI21	Dealing with local concerns about anti-social behaviour/crime issues by local council/police	37.3	+8.5
NI22	Perceptions of parents taking responsibility for behaviour of their children in area	32.5	+2.3
NI23	Perceptions that people in area do not treat one another with respect/ consideration	30.2	-7.3
NI27	Understanding of local concerns about anti-social behaviour/crime issues by local council/police	34.9	+7.1
NI37	Awareness of civil protection arrangements in local area	24.1	+10.3
NI41	Perceptions of drunk or rowdy behaviour as problem	32.2	-3.3
NI42	Perceptions of drug use or drug dealing as problem	24.5	-12.0
NI119	Self-reported measure of people's overall health/ wellbeing	84.4	+5.0
NI138	Satisfaction with people over 65 with both home/ neighbourhood	77.3	+0.2
NI139	Extent to which older people receive support needed to live independently	23.5	+0.2
NI140	Fair treatment by local services	73.6	+6.4

Ipsos MORI

The NI score for the authority is listed in the orange circles. The deviation from the London average is displayed as a + or - figure. I.e. if you have -2.5 score in the left hand bar, this means your score is 2.5 percentage points below the London average.



The Merton Local Area Agreement 2008-2011 Bridging the Gap'

P3

At the 2001 Census approximately 25% of the population was from black and minority ethnic groups, whereas around 50% of children attending Merton schools – where 160 languages are spoken – are from these groups.

P10

Schools and local authority services will retain a strong focus on reducing fixed and permanent exclusions, including specific targeting of BME exclusions, and on reducing levels of persistent absence and improving attendance overall.

P10

Education represents a central element in our 'bridging the gap' strategy. We are making progress in reducing BME exclusions and have undertaken effective targeted work with African Caribbean boys to improve their attainment levels. We propose to establish local targets to improve attainment of specific underperforming BME groups in GCSEs. Additionally, we propose to include local targets to narrow the achievement gap at Key Stage tests between those receiving FSM and their peers and for children with Special Educational Needs. We also propose to increase levels of participation in mainstream education by these children.

P11

Many of the targets for this theme implicitly support the area's 'bridging the gap' agenda. In pursuing specific targets to improve outcomes for Black and minority ethnic children; children with Special Educational Needs, care leavers and those living in the lowest income families, this agreement will sharpen focus on and promote achievement of this core aim.

P13

Increasing employment

The employment rate as at March 2006 was 76.3% with significant differences between eastern and western wards, and between white and BME groups. The rate is stabilising after a fall during 2004. The unemployment rate is currently at a record low level of 1.5%, but three of the Neighbourhood Renewal wards (the borough's most deprived wards) have a higher unemployment rate than the London average (Dec 2007)

p18

At any one time, one in six adults suffers from some form of mental illness, one in three GP presentations is mental health related, and the life expectancy of people with mental health needs is ten years lower than the population average because of issues such as low income, poor diet, smoking incidence and lack of exercise. The primary care trust (PCT), with key partners, aims¹⁴ to engage as many people with mental health problems as possible with individually tailored and appropriate intervention at the earliest opportunity, particularly working with the voluntary and community sector whose role is significant and unique particularly for marginalised and vulnerable communities (including people from Black and minority ethnic groups and refugee communities). This refreshed LAA introduces further priorities to improve local mental health and wellbeing.

p 25

In addition, the Merton Partnership's new Volunteering Strategy will draw together various strands of volunteering activity currently undertaken across the council and by partners to provide a more coherent approach, linked to Community Plan and Business Plan priorities. To support this activity, we propose to retain within the new LAA our existing stretch indicator - increase the number of people recorded as or reporting that they have engaged in formal volunteering on an average of at least two hours a week over the past year - along with targets for school governor volunteers (reducing the vacancies for local people volunteering to be school governors, including the percentage of BME people, and reducing the ratio of BME governor places to black and ethnic minority pupils).

From Children and young people's plan 2007 – 10

Improve behaviour through reducing the number of exclusions of pupils from black and minority ethnic (BME) groups a) fixed period b) permanent exclusions.

Whilst GCSE English and maths performance is strong, performance in science and non core subjects remains an area of focus for secondary schools. There are disparities between pupils, in particular in relation to gender and ethnicity. P14

Permanent exclusions have dropped from 33 to 16 this year, however black and minority ethnic groups remain over represented, but with a much lower rate than in previous years. Fixed term exclusion rates also dropped, issues of proportionality remain for some schools regarding particular ethnic groups p14

Across the whole of children's services there is a requirement to segment performance data to identify different performance and outcomes for groups of children and young people. This enables work to be targeted at vulnerable groups such as children in care, some ethnic groups, pupils with English as an additional language, children and young people affected by poverty and children with disabilities. P15

Most children with mental health problems receive good multi-agency services and support, but there is low take up of child and adolescent mental health services (CAMHS) by black and minority ethnic groups. P17

Work needs to be focused on raising standards in secondary schools, tackling the disproportionate number of pupils from black and minority ethnic backgrounds who are excluded for poor behaviour, and in some schools, improving the inclusion of children with behavioural problems. p18

It also recommends improving outcomes for black and minority ethnic groups by increasing access to CAMHS and reducing the proportion excluded from school. P19

The Merton youth inclusion support panel (known as the turnaround project) is an early intervention and youth crime prevention service. It is designed to prevent youth offending and anti-social behaviour by offering support services to 8-17 year olds, who are at a high risk of offending, and their families.

Children and young people are referred to the service through a number of routes. Prevention work with young people includes one to one and group work and the opportunity to take part in a range of positive activities. Parents can take part in a number of parenting programmes. The service has expanded with the increased involvement of young people and their families, including those from black and minority ethnic (BME) group p63

Development of comprehensive child and adolescent mental health services (CAMHS)

The service is developing communications with representatives of minority ethnic groups and is working in partnership with a Merton council group on meeting the needs of refugee families. P64

NI 107 Key Stage 2 attainment for black and minority ethnic groups.

NI 108 Key Stage 4 attainment for black and minority ethnic groups

Improve behaviour through reducing the number of exclusions of pupils from black and minority ethnic (BME)

groups a) fixed period b) permanent exclusions p10

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Organisations who participated in the development of the Plan

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Statements from stakeholders that illustrate particular points in the plan....

“We really need to be selling ourselves more robustly; that is it not just about us being a silo”.

“We need to record where we are and see the holes in the service”.

“Making Mitcham a place people where people want to live”

“For a long time my fear is that the way BAME organisations are perceived is that they are a bit dull they haven’t got any focus”

“We need to talk about specific targets we would like to achieve; why and how we will achieve those targets and responsibilities; and then have discussions with the statutory organisations about how we can achieve them. Which aspects of the strategic plan can they lead on.”

Often issues are felt by all local communities, but BAME groups and communities have to contend with extra pressures. The BME Strategy needs to push forward the issues that affect all communities AND the issues that affect BAME groups.

Meaningful engagement by statutory sector with whole community including those who are not.

“We need to make Mitcham a place people choose to live in, so those people, who are able to make the choice, choose to stay here.”

Its no good just creating empty opportunities, they have to be worthwhile and within peoples reach

Add.....

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From Merton Community Plan 2009-2019

The role of the Voluntary, Community and Faith Sector

Merton's voluntary, community and faith sector makes a vital contribution towards building safer and stronger local communities. Local groups are involved in delivering vital services – for example, providing information, help and support for victims of crime.

Voluntary, community and faith groups also play a key role in bringing people together: a multitude of faith and BAME groups in Merton play a vital role in fostering community cohesion. All groups are essential to community involvement, enabling people to volunteer, participate in decision making and, increasingly, help shape the delivery of local services.

Age and ethnic children breakdown

	0-15	16-64/59	65/06+
All Ethnic Groups	36500	135300	27500
White	24700	97100	23200
White: British	21800	77600	20300
White: Irish	300	2900	1400
Mixed: White and Black African	400	500	0
Asian or Asian British:			
Bangladeshi	400	1500	100
Chinese or Other Ethnic Group:			
Chinese	400	2400	200
Black or Black British: Other Black	500	800	100
Chinese or Other Ethnic Group:			
Other Ethnic Group	600	3900	200
Mixed: Other Mixed	700	900	100
Mixed: White and Black Caribbean	900	900	100
Mixed: White and Asian	900	1200	100
Chinese or Other Ethnic Group	1000	6300	500
Asian or Asian British: Pakistani	1100	3900	400
Asian or Asian British: Indian	1300	7300	1000
Black or Black British: Caribbean	1300	4500	1100
Asian or Asian British: Other Asian	1400	4700	500
Black or Black British: African	1900	5800	300
White: Other White	2500	16600	1500
Mixed	2900	3400	300
Black or Black British	3600	11100	1500
Asian or Asian British	4200	17400	2000