

Committee: Joint Consultative Committee with Ethnic Minority Organisations

Date: 19 October 2010

Agenda item: 6

Wards: All

Subject: Refresh of Merton's BAME Strategic Plan 2010-13

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

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Recommendations:

That the Joint Consultative Committee with Ethnic Minority Organisations:

- A. Note that Merton's Black Asian and Minority Ethnic (BAME) Strategic Plan (2010 - 2013) has now completed its course through a range of consultation meetings with key stake holders, including Merton Partnership Thematic Groups and a number of project boards and sub-groups.
 - B. Agrees to support the implementation and monitoring of key actions within the Plan.
 - C. Agree a process by which key actions will be selected for regular monitoring by the Committee.
-

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 BME Strategic Plan 2010-13.

2 DETAILS

- 2.1 This is the final 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 and 9 June 2010 further updates of the Plan were presented to the JCC and feedback were received from a number of ethnic minority organisations.
- 2.2 Consultation on the Plan will finally draw to a close by end of October 2010 and therefore JCC members are given the opportunity until then to make any final comments or input.
- 2.3 JCC members will note the attempts made to record the issues BAME Voluntary and Community Organisations (VCOs) have raised and to

develop a series of actions to address those issues. These actions are linked within the BAME Plan with other local strategies, therefore reducing or removing any duplication of efforts in trying to address the same key issues and achieve the same goals.

2.4 The Plan provides a structure through which BAME VCOs can monitor regularly the issues they have raised, or the changes they wish to make for the future. The JCC's support is sought in helping to implement and monitor

2.5 The JCC is therefore requested to agree a process and format by which key actions will be selected for regular monitoring and consideration by Committee, for example, by choice of thematic issues or a set of priorities in the first instance. This process can involve using workshops on occasions, to gain a better awareness or understanding of the issues and how they should be resolved. It will also give JCC members the opportunity to take a lead in choosing what issues they need to call in for consideration and in discussion with key officers and representatives. The themes issues within the Plan are as follows.

- i. Education and Learning.
- ii. Health and well being
- iii. Housing and Regeneration
- iv. Older People
- v. Children and Young People
- vi. Unemployment, Skills and Enterprise
- vii. Safer, Stronger and Sustainable
- viii. Crosscutting Issues and Needs

3 ALTERNATIVE OPTIONS

3.1 Not Applicable

4 CONSULTATION UNDERTAKEN OR PROPOSED

4.1. In developing the refreshed BME Strategic Plan extensive consultation has involved a number of community, faith and equality groups and statutory agencies and the private sector.

5 TIMETABLE

5.1

| | |
|---|------------------------------------|
| JCC with Ethnic Minority Organisations | October 2009 – October 2010 |
| Consultation with Thematic Partners | June – October 2010 |
| Final Draft Plan | October 2010 |

6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1 The Council's financial constraints may impact on the implementation 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 Presentation on the Refresh of the BME Strategic Plan – outlining the issues

12 BACKGROUND PAPERS

- 12.1 Merton's BME Strategic Plan 2006-2009 (summary)
http://www.mertonunitynetwork.org.uk/events_files/finalsummary.pdf

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BAME Strategic Plan 2010-13

Draft 8.6 – 08 Oct 2010

DRAFT-8.6

Logos:

Contents

| | |
|--|----|
| FOREWARD..... | 3 |
| 1. INTRODUCTION | 4 |
| 2. VISION AND MISSION defined by BAME organisations | 7 |
| 3. CONTEXT: DEMOGRAPHY AND SOCIO-ECONOMIC POLICY | 8 |
| 4. STRATEGIC AND ORGANISATIONAL ANALYSIS OF BAME ORGANISATIONS..... | 20 |
| 5. KEY ISSUES AND PRIORITY NEEDS FOR ACTION - AS IDENTIFIED BY BAME VOLUNTARY AND COMMUNITY ORGANISATIONS | 22 |
| 5.1 Education and Learning | 23 |
| 5.2 Health and well being..... | 29 |
| 5.3 Housing and Regeneration | 36 |
| 5.4 Older People..... | 41 |
| 5.5 Children and Young People | 46 |
| 5.6 Unemployment, Skills and Enterprise | 53 |
| 5.7 Safer, Stronger and Sustainable | 59 |
| 5.8 Crosscutting Issues and Needs | 66 |
| 6. KEY CHALLENGES FOR BAME ORGANISATIONS..... | 68 |
| 7. RESOURCES: MANAGEMENT AND MONITORING ARRANGEMENTS..... | 70 |
| 8. FEEDBACK FROM BME FORUM MEMBERS..... | 70 |
| 9. GLOSSARY | 71 |
| 10. KEY DOCUMENTS AND REFERENCES..... | 73 |

Dedication?

FOREWARD

DRAFT-8.6

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.

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 BAME Strategy

This document is a refresh of the 2006 BAME 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 key objectives were:

- Improve community engagement
- Improve effectiveness and access to appropriate support
- Improve service co-ordination and Planning organisational and sectoral
- Learn from good practice

The strategy achieved the following:

- Helped identify a shared vision and priorities and actions to address 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.

2010-2013 Strategy

The key needs and objectives are very much the same as previous years.

The 2010 strategy 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 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 commissioning 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 60 in-depth Interviews with key stakeholders.
- Recognition of national policies and 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

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 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 does 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 their behalf and these key decision makers cannot be readily accessed by local residents.

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. This **requires active engagement, transparency and open feedback to local people.**

2. VISION AND MISSION defined by BAME organisations

OUR VISION:

To make Merton a borough that is fair; where people from all walks of life take part in all aspects of society.

OUR MISSION:

For the BAME voluntary sector to work with key partners to improve opportunities for communities and reduce inequalities; to support and enable cultural differences to be recognised and respected, and to acknowledge both the contributions and needs of 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 which 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 a borough where **! 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 need 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 the communities are
 - iv. Deprivation.
- 3.2. Socio-Economic Policy

3.1 DEMOGRAPHICS - 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.

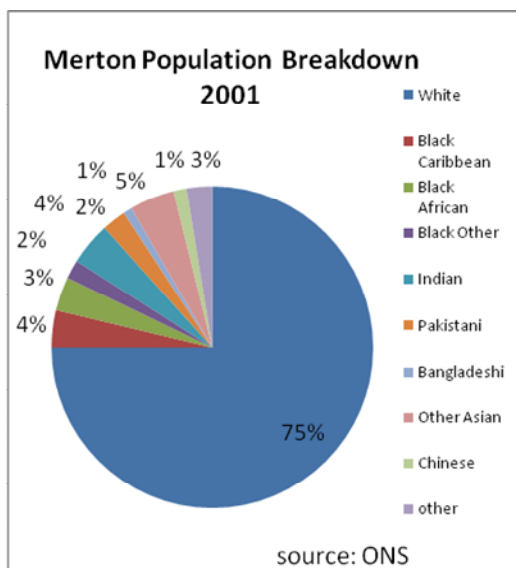


Figure 1 - Merton population breakdown 2001
Source ONS 2001 Census

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 census is increasingly out of date and has not kept pace with recent population changes, due to population growth and migration.¹

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.

¹ Local calculations before the economic downturn indicated that the official estimates may have underestimated the population by up to 10,000 people; much of this underestimation will affect migrants and BAME groups. (Source: ??MERTON PARTNERSHIP)

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).

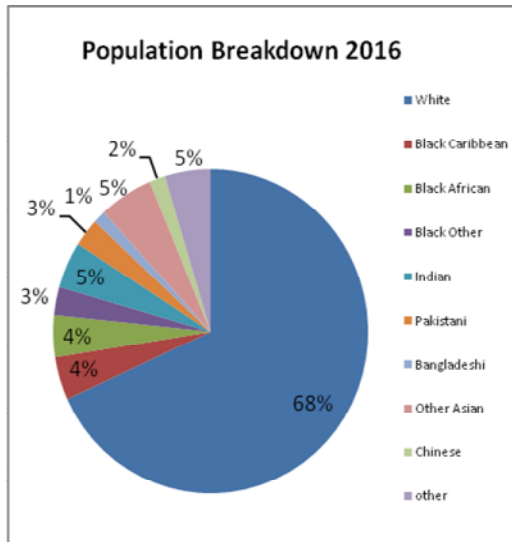


Figure 2 - Population breakdown by ethnicity. Source DMAG population projection (Date ?)

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 several communities with different profiles, languages and needs.

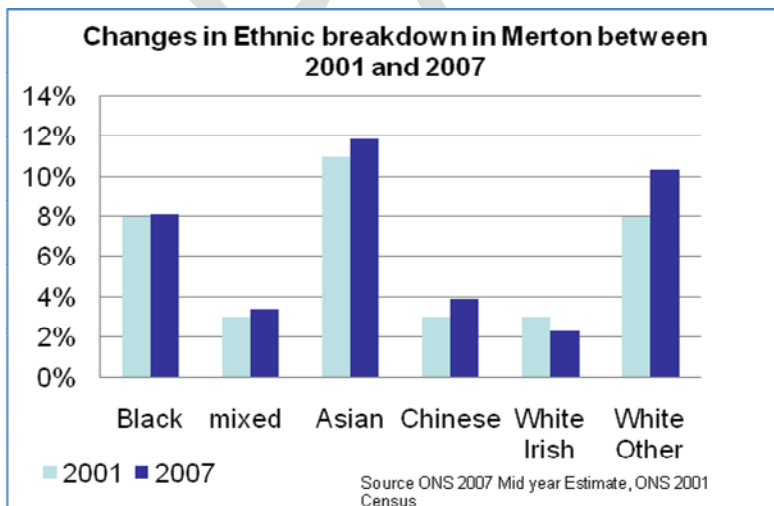


Figure 3 - Changes in ethnic breakdown 2001-2007. Source 2001 census, 2007 Mid-year estimate

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 was 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 | Bangladeshi | Other Asian | Chinese | other | BAME % |
|-------------|---------|-------------|---------------|-------------|--------|-----------|-------------|-------------|---------|-------|--------------|
| 2001 | 143,300 | 7,100 | 6,500 | 3,600 | 8,200 | 4,600 | 1,700 | 8,600 | 2,500 | 4,900 | 25% |
| 2006 | 138,500 | 7,600 | 7,300 | 4,300 | 8,600 | 4,900 | 2,000 | 9,700 | 2,800 | 7,000 | 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% |

Figure 4 - Changes in Merton population 2001-2016 Source: GLA DMAG – Round ethnic group population projection (date?)

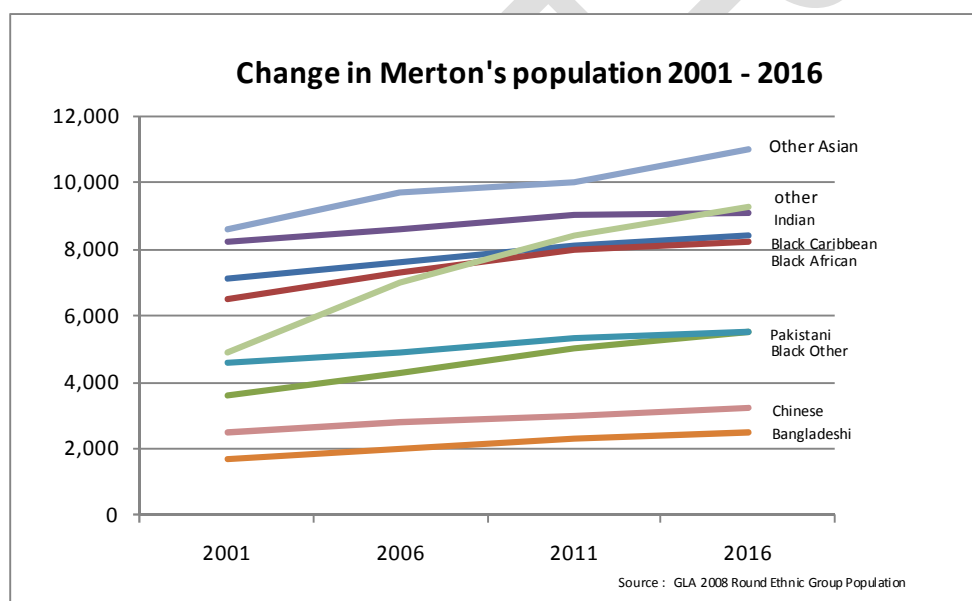


Figure 5 - Change in population proportions 2001 - 2016: Source GLA - Round ethnic group population projection 2006.

Population survey methodology: It should be noted that the **Labour force survey (date?)** which has been used to estimate the population:- excludes students in halls who do not have a UK resident parent; and excludes people in most other types of communal establishments (e.g. hotels, boarding houses, hostels, mobile home sites, etc) . It is also provides 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 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'. Therefore the need for a cohesive community is very important. [Community Cohesion Strategy]

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 |

Figure 6 - Count of gypsy and traveller caravans on authorised sites (2009)

Source: <http://www.communities.gov.uk/publications/corporate/statistics/caravancountjan2009>

Aside from these mobile communities there are also settled Gypsy and traveller communities within Merton, anecdotally in Phipps Bridge and Lavender Fields.

ii. AGE, GENDER, NATIONALITY, RELIGION

Age

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.

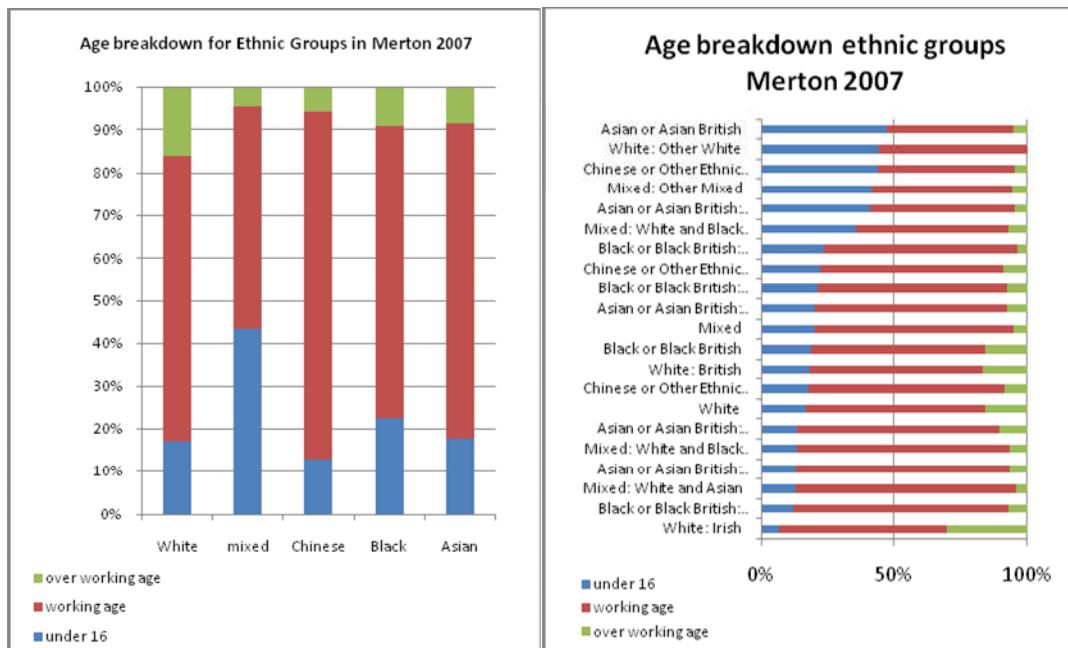


Figure 7 - age breakdown by ethnic group 2007, by ethnic group and subgroup, source ONS mid year estimate 2007

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.

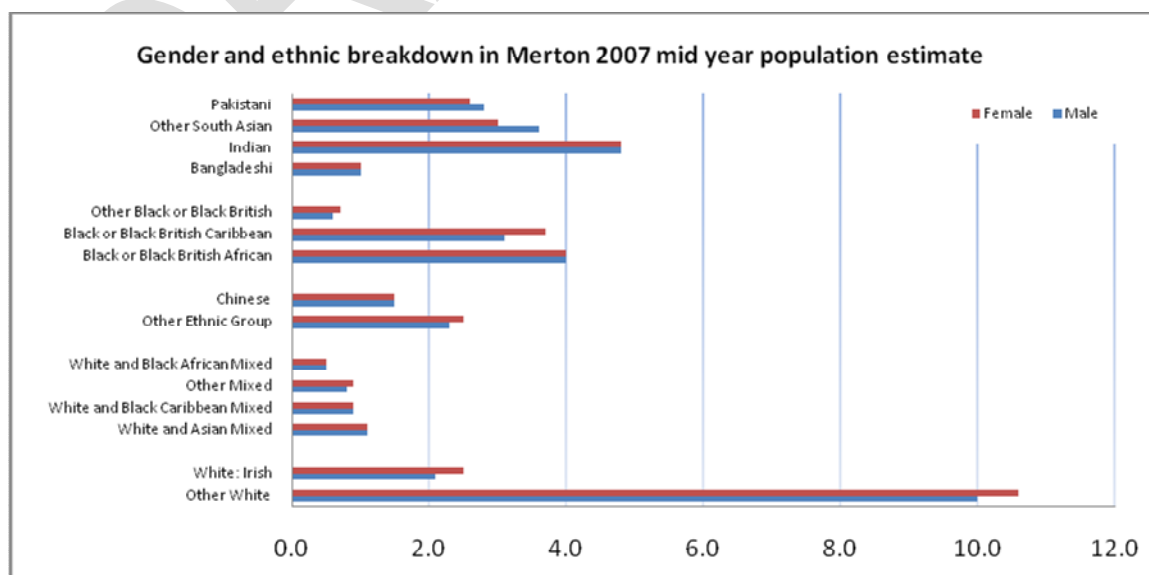


Figure 8 - Gender and ethnic breakdown Merton 2007: Source ONS mid year population estimate (2007)

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 National Insurance registrations (NINOs) and electoral register. 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 |

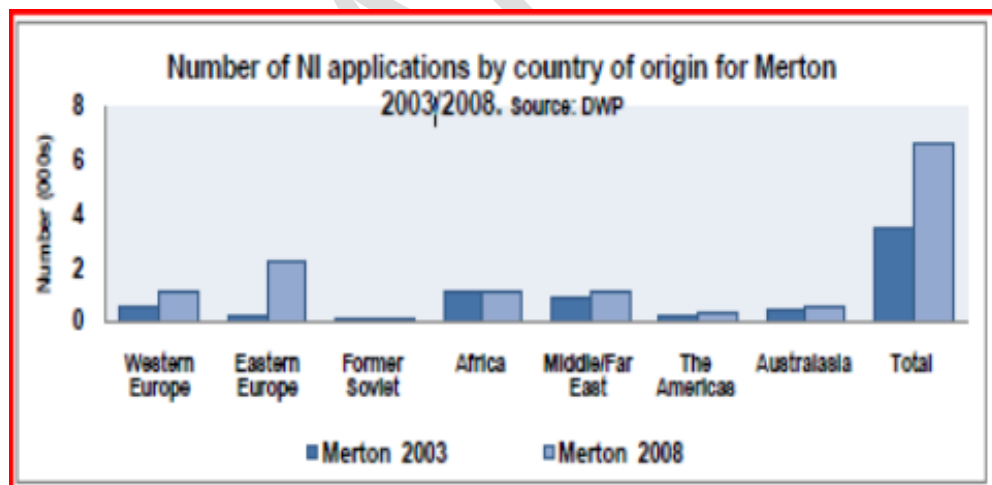


Figure 3 National Insurance applications by country of origin 2003/2007 source DWP

Religion

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

Religion does not follow the same East / West split as is found with Ethnicity. It crosses all cultural boundaries. The most **religiously diverse** ward in Merton borough is Graveney [see Figure 10 below] which is also the most ethnically diverse. Religion can be the cause for community tensions and some respondents have reported a marked rise in

Islamophobia coupled with racism and they attribute this to the rising profile of religion in local and national media.

Religious breakdown in Merton 2001

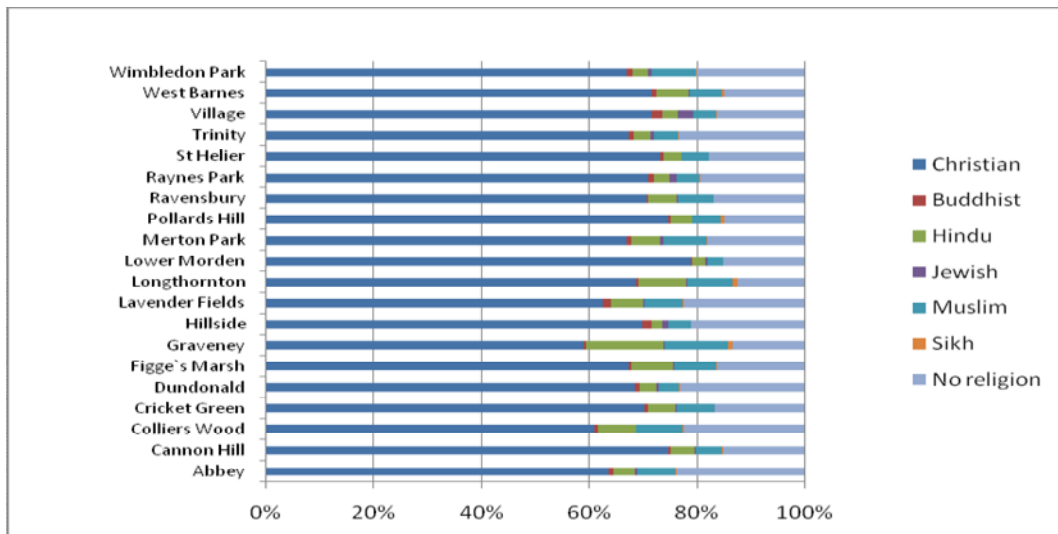


Figure 4 - Religious breakdown in Merton 2001. Source 2001 Census

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%.

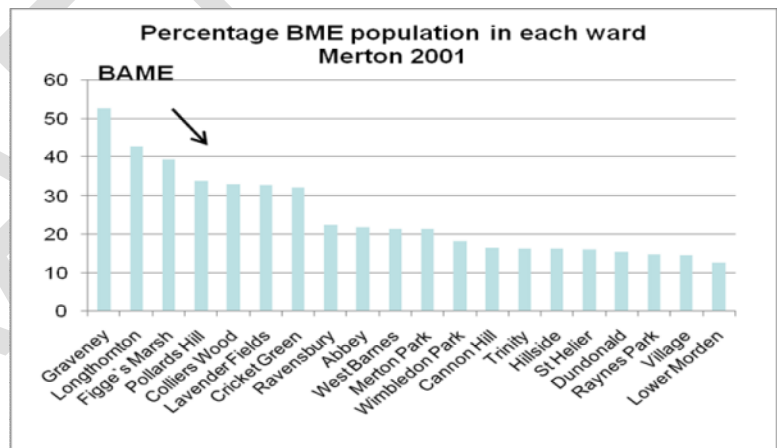


Figure 5 Percentage BAME population by ward. Source 2001 census

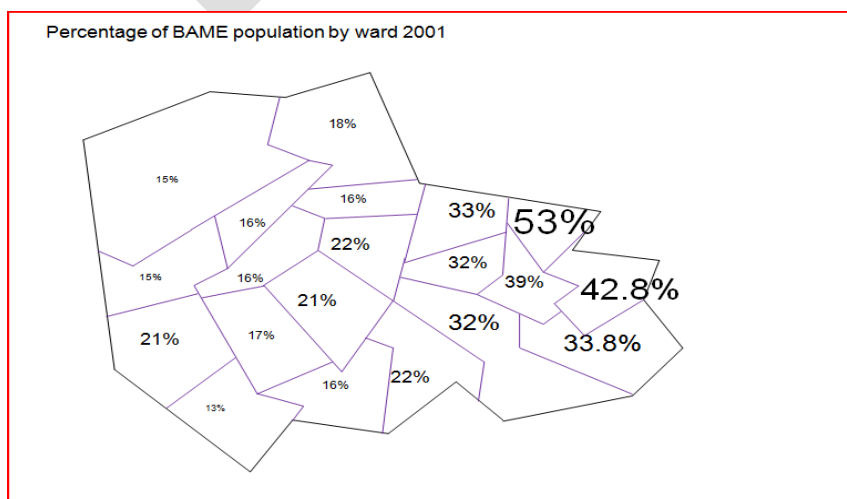


Figure 6 Percentage BAME population by ward. Source 2001 census

iv. DEPRIVATION

- Different social and ethnic groups have different probabilities of suffering from multiple deprivation; which relates to the occurrence of several forms of deprivation concurrently, such as low income, poor housing, and unemployment. This can be particularly stressful for families and communities. Within Merton, a wide range of multi-deprivation indicators and measures are used such as census based indices. However, in order to ensure fairness and accuracy in resource allocation a wider range of indices are used that have to be both weighted and validated, for example, the use of Super Output Areas (SOA). SOA contains 10 sets of measures (income deprivation; employment deprivation; health deprivation and disability; education; skills and training deprivation; barriers to housing and services; crime; the living environment; the Income Deprivation Affecting Children Index; the Income Deprivation Affecting Older People Index).

Merton is considered to have 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.

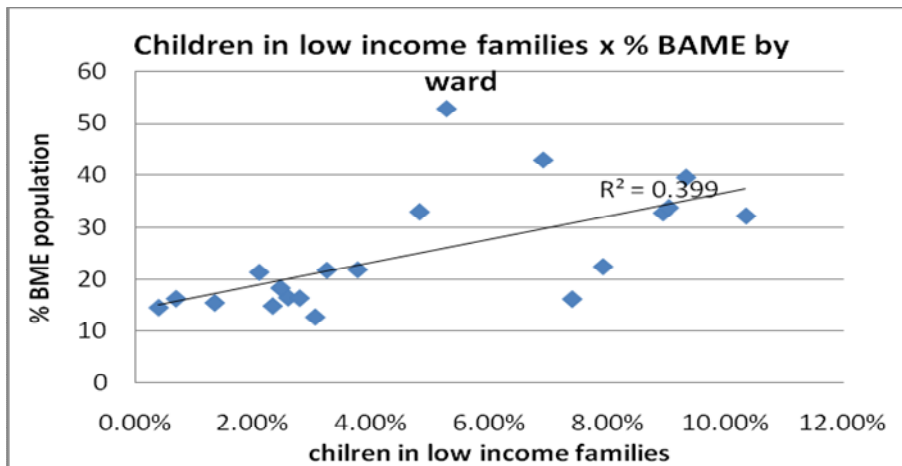
The east of the borough is known to be significantly more deprived than the west, but there are also pockets of deprivation in the west of the borough in Raynes Park and Wimbledon Park. However, in the more severely deprived pockets in the east of Merton eight of Merton’s super output areas (SOA’s) are 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 the key issues is that members of BAME communities will live in the most socio-economically deprived areas of the borough.

| SOA code | Ward | IMD score | Within % most deprived | % BAME population in wards (based on 2001 census) |
|-----------|---------------|-----------|------------------------|---|
| E01003390 | Figge’s Marsh | 37.56 | 16.57% | 39.5% |
| E01003379 | Cricket Green | 34.89 | 19.50% | 32.2% |
| E01003391 | Figge’s Marsh | 34.45 | 19.96% | 39.5% |
| E01003373 | Cricket Green | 32.59 | 21.97% | 32.2% |
| E01003377 | Cricket Green | 31.73 | 23.07% | 32.2% |
| E01003432 | Pollards Hill | 31.44 | 23.41% | 33.8% |
| E01003357 | Abbey | 30.86 | 24.14% | 21.8% |
| E01003452 | St Helier | 30.63 | 24.42 | 16.2% |

Figure 7 Most deprived super output areas Merton: 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 with the highest BAME population (at 49%) of which the highest proportion are Asian population (at 52.8%); but has an average level of deprivation.



To add names of wards, e.g. Graveney at top of chart and make clearer

Figure 8 children in low income families x percentage BAME by ward. Source: 2001 Census and Department for Children, Schools and Families Schools Data Unit (Date?)

The above indicator shows that the impact of 'deprivation' varies across all ethnic groups, for example the chart below suggests that Asian children have almost a similar rate of eligibility for free school meals as their white peers. Black children have a higher rate. However, within the racial classification of 'Asian' there are ethnic groups that are over-represented in the workless population, for example, Bangladeshi and Pakistani residents. More analysis is, however, needed to understand the anomalies and explore the issues for those who have to rely on their own community for care and support.

Eligibility for free school meals in Merton by Ethnicity 2008

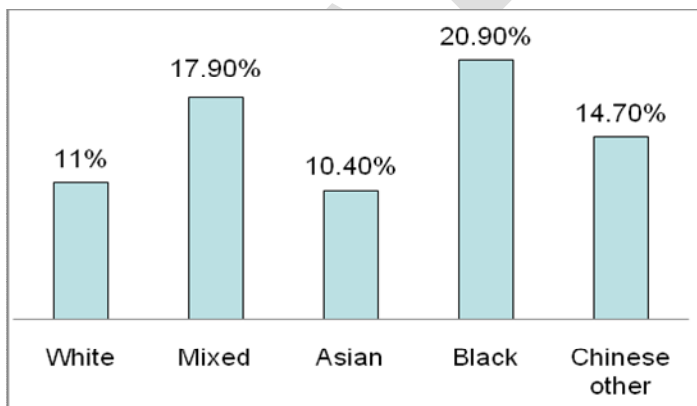


Figure 9 Eligibility for free school meals in Merton by ethnicity. Source Neighbourhood statistics (2008)

<http://neighbourhood.statistics.gov.uk/dissemination/LeadTableView.do?a=7&b=3567762&c=SM4+5DX&d=13&e=5&g=342223&i=1x1003x1004&m=0&r=0&s=1228435399433&enc=1&dsFamilyId=1652>

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 2005' 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 most deprived in Merton.

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).

**Ethnic Groups Economic Inactivity
Employment and inactivity rate of working age people at September 2009**

| Ethnic Population | Ethnic Employment rate | Ethnic Inactivity rate |
|-------------------|------------------------|------------------------|
| Merton 33.5 | 63.7 | 24.5 |

Source: Local area labour markets ONS 2010: Annual Population Survey

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.

Extract from: 'The Merton Local Area Agreement (LAA) 2008-2011 'Bridging the Gap':

Merton remains a borough of contrasts between the affluent wards in the west (Wimbledon) and the more deprived wards in the east of the borough (e.g. Mitcham):

- Average household income in the borough is £29,000 a year, but in wards in Mitcham it is between £5,000 and £13,000
- The borough average unemployment level is 3.3% but it ranges from 2% in Village ward (west) to 5.4% in Cricket Green (east)
- Village and Hillside wards (west) are in the 5% most prosperous in the country – Cricket Green, Lavender Fields and Pollards Hill (east) are in the 15% most deprived
- All of the eastern wards have higher proportions of people without any qualifications than the average for England
- Female life expectancy at birth in the Cricket Green area of Mitcham (77 years of age) is more than eight years shorter than in the Hillside district of Wimbledon (85.3 years)

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.

For those reasons '*Bridging the Gap*' became the overall theme for the LAA, particularly focusing actions on the priority areas of multiple deprivation, with the aim of lifting the opportunities for people in those areas so that they are comparable with those in the west of the borough. Source: Merton's Local Area Agreement 2008-11

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.

- | | |
|---|--|
| ▪ Community Plan | ▪ Equality Act 2010 |
| ▪ Compact and Community Engagement Networks (CEN) | ▪ LINK - Local Involvement Network |
| ▪ Duty to involve | ▪ Neighbourhood renewal strategy and plans |
| ▪ Duty to promote community cohesion – in schools, etc. | ▪ Town Centre Developments |
| ▪ Promoting volunteering | ▪ Patient and public involvement |
| | ▪ Localism |

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 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.
- 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.

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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 has been carried out using feedback from meetings of the BME Forum, workshops and in-depth interviews with key BAME stakeholders and other partners from other sectors.

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 Key Priority Objectives & Outcomes outlined within the Plan..
- **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 – FOR THE BAME SECTOR

| | |
|--|--|
| <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 |
|--|--|

SWOT ANALYSIS – FOR THE BAME SECTOR

| | |
|--|--|
| <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 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 else’s agenda ▪ Increased need – reduced funding ▪ Sceptical political climate ▪ Rising profile of Religion - PREVENT ▪ What is BAME, minority ethnic? Strength in Unity or diluted message. ▪ Building Capacity with depleting resources ▪ Sustainability – too much reliance on charismatic leaders or Gate-keepers ▪ 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 |
|--|--|

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 and objectives and an action plan), is outlined 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

The key priority needs are formulated into strategic priority objectives and outcomes. The intent is that, through the implementation of the actions outlined in this Plan, BAME organisations will be able to respond effectively with appropriate data, and with strong, enabling partnerships, in meeting the priority outcomes identified.

A number of key stakeholders are listed within this section of the Plan. Lead partner agencies are also listed; against a series of actions and, where relevant, their related activities are reference linked to other strategies, policies and initiatives. Making that reference link has helped to map related activities; therefore avoiding duplication in efforts to address the needs identified and identifying the gaps in service provision.

Throughout this Section 5, reference is also made to MUN, BMEF and PSN (Merton Unity Network, BME Forum and Peer Support Network). PSN is the "operational arm" of the BME Forum which is facilitated by Merton Unity Network. The BME Form enables ethnic minority groups to come together and engage strategically with statutory and other partners, to consider and respond to a range of issues. The PSN (through a range of thematic sub-groups) enables ethnic groups to work collectively to strengthen and sustain their development and that of their communities; by being proactive in finding solutions to their shared difficulties, by pooling resources, sharing information and skills, developing and implementing a 'plan of action' to take forward key priority objectives.

MUN/BME Forum is in regular contact with over 75 BAME Organisations. An average of 45 BAME organisations and 150 individuals, annually, uses the facilities provided through the BME Forum and PSN. Several of those BAME groups are listed as local stakeholders throughout this Section; and against respective key thematic priority issues and related service area.

NB: A description of the other acronyms used, can be found within the 'Glossary' section of this Plan.

5.1 Education and Learning

This covers all aspects of learning from schools to adult education.

5.1.1 Profile (National and local indicators and statistics)

- Statistical profile:
 - Around 50% of Merton's primary school pupils are BAME and over 160 languages spoken.
 - Local GCSEs Performance: **Source & date?**

| Percentage of Pupils | English & Maths | |
|-------------------------------|-----------------|------------|
| | Level 4+ | Level 5 |
| White British | 76% | 22% |
| White Other | 66% | 21% |
| Black African | 65% | 11% |
| Black Caribbean | 62% | 6% |
| Black Other | 69% | 10% |
| Asian Bangladeshi | 67% | 14% |
| Asian Indian | 79% | 33% |
| Asian Other | 79% | 30% |
| Asian Pakistani | 74% | 21% |
| Mixed Other | 62% | 25% |
| Mixed White & Asian | 81% | 35% |
| Mixed White & Black African | 76% | 29% |
| Mixed White & Black Caribbean | 76% | 21% |
| Chinese | 75% | 25% |
| Other Ethnic Group | 76% | 19% |
| Merton | 73% | 21% |

- Local Area Agreement statutory related indicators and targets - <http://www.idea.gov.uk/idk/aio/8511975>

5.1.2 National policy

- Academy Education
- Children and Young People's Act & Plan: Children's Trust
- Child Care Act 2006
- Every Child Matters; improving outcomes for children, young people and families
- Free Schools
- Life long learning and skills reform; including 'not in employment, education, or training' (NEET)
- Special Educational Needs and Disability Act
- Sure Start Programme

5.1.3 Local policy context

- Children & Young People Plan
- Children & Young People 14-19 Strategy
- Child Poverty Plan
- LAA related targets:
 - Child Poverty
 - 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
- Special Educational Needs
- Social and Emotional Aspects of Learning (**SEAL**) Pilot: Improving behaviour
- Regeneration of Town Centres (such as Mitcham and East Merton Sub-Areas)

5.1.4 Local Statutory stakeholders

- LB Merton
- Learning and Skills Council
- Harris Academy
- Merton Schools
- Merton Extended Schools
- South Thames College

5.1.5 Local Voluntary sector groups, providers and stakeholders

| | |
|---|---|
| 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 | 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 (SLRA) South London Somali Community Association South London Tamil Welfare Group South Mitcham Community Association Volunteer Centre Merton |
|---|---|

5.1.6 Local Issues & Needs (from interviews and workshops)

➤ Schools (Primary and Secondary education)

- 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.
- Under-reporting of racist incidents in Merton Schools.
- Lack of attainment and qualifications among BAME children; What is being done to address this imbalance especially when over 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.
- Low attainment of children of some BAME groups.
- 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.
- 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
- Some BAME groups are achieving similar numbers of GCSEs as the general population but are achieving a fewer passes in Maths and English.
- 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.

- More black teachers and role models in schools and greater representation on Schools 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. More flexible learning styles – doing rather than listening.
- Pressure on education resource; with more parents requiring local schools as some public school displaced into Merton schools; currently in the west.
- Support needed for BAME parents with vulnerable young boys: such as information, advice and guidance; parenting skills and confidence building; counselling support arrangements (MUN & BTEG - Apr 2010)
- Education and play provision needed for Gypsy and travelling children

➤ **Young people and adult learning**

- 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.
- Improve education and basic skills training for those with dyslexia.
- Health issues: for example, mental health. 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.
- ESOL comprises of three different groups which each of their own issues, for example, (1) young adults, (2) older settled former refugees with a wide range of needs from illiteracy to graduate and employment, and (3) international students who are usually better off.
- Funding for ESOL being reduced – demand for ESOL is high. Need to assess people range of English language abilities.
- ESOL needs to be more targeted, for example, it is needed especially for women; who can support child learning.
- Local college provides path to higher education and vocational qualifications for those who may have missed out on traditional route, often from more deprived and excluded backgrounds. Often they are from BAME communities.
- BAME communities are more likely to see education as a way forward; this doesn't appear so for white working class so emphasis should be on providing access to all.
- The needs of younger students are very different to older people; they need to adapt maybe grow up, soft skills needed; having the right demeanour to succeed. Need to learn how to be self directed, in study career and life.
- It is not enough to have the qualifications one has to talk the talk and look the part, ie 'linguistic capital' – a way of speaking and or behaviour that is valued by the appropriate network and can wield influence in society.
- Need to provide outreach activities for NEET- BAME VCSs can work with colleges and other partners.
- Targeted support needed to respond to specialist educational needs of BAME communities, this means cultural sensitive training programmes, but with over 140 languages, there is a need to strike a balance because of the danger of dissecting the market too much - can't satisfy everyone.
- Budget cuts means that educational establishment will have to focus on core work - voluntary sector can help with better links between services and cross borough connections; coordinating activities.
- Need to work with excluded kids to get them out of the 'cycle', there is some rough and tumble low level violence which needs to be looked at.

- Need to address concerns about gang culture and gang activities, which raise child protection issues.
- Colleges should work with recognised voluntary sector to help young people deal with issues of growing up and anger management, etc.
- There is a westward drift in education, where young people move across boroughs to get away, e.g. Wimbledon kids move to Kingston, and Sutton.
- Older students are more focussed on studies.

➤ **Access to education information - using publicity more creatively and effectively, e.g. at cultural events**

- **Use of Libraries for learning, with access to:**
 - Specific language books
 - 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) Reduce the level of exclusion and expulsion rates among BAME children.
- (ii) Increase positive representation and action
- (iii) Improve educational attainment
- (iv) Improve access to learning information and support

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| 5.1.8 Key Actions - Next Steps: Education and Learning | | | | |
|---|--|------------------|---|---|
| Key Priority Objectives & Outcomes | Key Actions | Timescale | Lead Partners/ Agencies | Reference to local strategies, etc |
| (i) Reduce the level of exclusion and expulsion rates | <ul style="list-style-type: none"> ▪ Reduce the high exclusion and expulsion rates among BAME children, for example, use of Social and Emotional Aspects of Learning (SEAL) Curriculum. ▪ Create opportunities at community centres to integrate excluded children. ▪ Provide training in exclusion procedures to governors, teachers and parents. ▪ Provide projects for young people which encourage and inspire higher education. ▪ Create more advocacy groups, such as the Communities Empowerment Network, to assist parents whose children are going through the school exclusion process. | 2011/12 | LBM/MUN/ BMEF Youth Inclusion Grp. | LBMCEqS/ Ref:63 CYPP 2010-11p. 43 |
| (ii) Increase positive representation and action | <ul style="list-style-type: none"> ▪ Address issues of gang culture/activities. Colleges should work with recognised voluntary sector to help young people deal with issues of growing up and anger management, etc. ▪ Greater recruitment of BAME teaching staff within schools in Merton and support of staff once recruited. ▪ Establish cultural competence training of teachers and improve cultural understanding of governors and a more racially diverse board to reflect % of BAME children in schools; to help reduce the high exclusion rate of black children within schools. ▪ Provide black representatives in schools as role models, i.e. as teachers and on the board of governors. ▪ Improve educational prospects for Gypsy and travelling children. | 2011/12 | LBM/MUN/ BMEF/ South Thames College | LBMCEqS/43, 71 Volunteer Strategy |
| (iii) Improve educational attainment | <ul style="list-style-type: none"> ▪ Provide and promote supplementary education; encourage educational ethos among BAME communities, e.g. support for the establishment of BAME Saturday schools. ▪ Provide specialist and innovative activities to improve attainment for young people. ▪ Provide teaching materials and activities that represent and promote culturally diversity, for example, visits of role models and ethnic minority elders to school (to share experiences of history and heritage). ▪ Greater use of teaching materials with BAME perspective. ▪ Provide workshops, sessions and activities in schools to support BAME males in | 2011/12 | LBM/MUN/ BMEF/ South Thames College | LBMCEqS/66, 67 |

| | | | | |
|---|--|---------|--|----------------|
| | <p>dealing with issues of self-worth and masculinity which is especially important in Key Stage 3 and 4.</p> <ul style="list-style-type: none"> ▪ Refer BAME children to programmes such as Black Boys Can and Generating Genius. ▪ Ensure any pupil premium, disadvantage subsidy distribution data is broken down into pupil ethnicity and is easily accessible. ▪ Ensure that the target to reduce gap in attainment between lowest 20% and the median is met ▪ Ensure reporting in schools of racial incidents. <p>NB: 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 leads to frustration, poor behaviour and disengagement in mainstream education.</p> | | LBM | CYPP 2010-11 ? |
| | | | LBM | CYPP 2010-11 ? |
| (iv) Improve access to learning information and support | <ul style="list-style-type: none"> ▪ Improve health awareness training in schools on condition such as Sickle Cell, and Lupus and support of teachers towards pupils with life limiting illnesses, and pupils as child carers; who fall behind with studies because of persistent absence. ▪ Use of local town and community centres and business establishment to disseminate information and provide support. ▪ Provide outreach work to ensure engagement and access to learning resources, for example for those not in employment, education and training (NEET). | 2011/12 | LBM/MUN/ BMEF/ Sth Thames Coll/ Chamber of Commerce, Job Centre Plus | LBMCEqS/56, |

5.1.9 Performance Monitoring

- Children and Young People Action Plan targets
- LAA related targets
- LB Merton Annual residents survey (young people survey)
- LB Merton Corporate Equality Scheme
- Statistics relating to attainment of young people, e.g. GCSE results
- Workforce and skills audit surveys

5.2 Health and well being

This section deals with all aspects of health, from health promotion and education, access to services, palliative and end of life care.

5.2.1. Profile (National and local indicators and statistics)

- **Mental illness** – Nationally. The Mental Health Minimum Data Set (2009) showed that the rates of detention via the Mental Health Act increased steeply in 2009 (The NHS Information Office 2009). This report also showed that 31.8% of service users receiving care on inpatient units were detained under the Mental Health Act. This is a greater number than in previous years. The data also showed that 53.8% of the “Black” and “Black British” group who were inpatients, spent some time detained compulsorily in comparison to 31.8% overall. The over representation of certain Black and Minority Ethnic Groups within inpatient services is not new.

The results of the 2009 “Count Me In” Census have also just been published (Care Quality Commission 2010). The Census found that 22% of all patients were from minority ethnic groups compared to 20% for the 2005 Census, possibly reflecting the changing population of the UK. The rates of individuals subject to the Mental Health Act were higher than average for some groups namely the Black Caribbean, Black African, Other Black and White / Black Caribbean Mixed and Other White Groups. The rates of people from Other Black and Black Caribbean groups detained under Section 37/41 has remained higher than average for the last five years. The rates of admission or detention have not reduced since 2005 for Black and minority ethnic groups.

- **Mental illness** - locally
 - Number of people suffering from mental illness (SMPCT, estimate, 2000) 30,000
 - Demand for mental health services (SMPCT, 2000) 8% below national average
 - Percentage of Super Output Areas in the 10% most deprived for mental health (IMD, 2007) 1%

Source Merton Observatory

From the JSNA- Joint Strategic Needs Assessment Core Data Set 2009
<http://www.suttonandmerton.nhs.uk/ec/files/docuploads/JSNACoreDataSet>
<http://www.suttonandmerton.nhs.uk/ec/files/docuploads/WCCpanelreport.pdf>

NB: An update data on ethnicity, disability and gender drawing on JSNA “Picture of the Population” is due to be published by NHS Sutton and Merton in October 2010

- **Mental Health inequalities** are more severe for people from 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.
 - 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 Anemia Disorders and Thalasaemia** – disproportionately affect BAME communities. There is a need for greater knowledge of those who are making the decision, e.g. Department of Works and pension, GP's, service commissioners and housing.
- **Lupus** – an autoimmune disease 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 Parenting/Pregnancy:** High rates of teenage pregnancy 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, those misusing alcohol and 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.
- **Teenage Pregnancy:**
41.1 conceptions per 1000 women aged under 18 in 2007
8.7 conceptions per 1000 women aged 13-15 in 2007
9.18 per 100 women

Source ONS <http://www.statistics.gov.uk/statbase/ssdataset.asp?vlnk=8903>

| Year | Teenage (under-18) pregnancy rate per 1,000 |
|---------|---|
| 1998-00 | 45.2 |
| 2001-03 | 42.3 |
| 2004-06 | 38.8 |
| 2005-07 | 39.1 |

Source Merton observatory

▪ **Smoking**

There is no good information on smoking prevalence, synthetic estimates of adult smoking rates were developed from the Health Survey for England data. These estimates show that a quarter of Sutton and Merton borough residents smoke, the same as the England average. At ward level the proportion of people who smoke ranges from 33% in Cricket Green to 3% in Wimbledon across Merton

<http://www.neighbourhood.statistics.gov.uk/>; **Sutton and Public Health Report– health inequalities**;
<http://www.suttonandmerton.nhs.uk/ec/files/docuploads/JSNA%20Core%20Data%20Set%202009%20v.2.pdf>
 ; Association public health observatories, Merton Health Profile -
<http://www.apho.org.uk/resource/item.aspx?RID=50751>

5.2.1 National Policy Context

End of Life Care Strategy (DoH) – 2008
 Health Race Equality
 Mental Health
 New Horizons PCT
 World Class Commissioning (WCC)

5.2.2 Local policy context

NHS Sutton and Merton Public Health report (date to be inserted)
 NHS Sutton and Merton JSNA (2009)
 NHS Sutton and Merton Strategic Plan 2008/09 –2012/13
 NHS Equality Scheme – 2010-13 (consultation in progress until 14/9/10)
 London Health Observatory (at 2010)

5.2.3 Local Statutory stakeholders

LB Merton – Adult Social Care
 Merton Practice-based Commissioning Group – Consortium of GPs
 NHS Sutton and Merton (formerly Sutton and Merton Primary Care Trust)

5.2.4 Local Voluntary sector groups, providers and stakeholders

African Educational Cultural Health Organisation (AECHO)
 Asian Diabetic Support & Awareness Group (ADSAG)
 Asian Women Feeling Good Group
 Carers Support Merton
 Ethnic Minority Centre - Drugs Awareness Project
 Fanon Resource Centre (Southside Partnership)
 London South West Chinese Community Association
 Merton Mind
 Merton Sickle Cell and Thalasaemia Group (MSCT)
 Merton Somali Community (MESCO)
 Merton Unity Network
 Pakistan Welfare Association
 Pearl of Africa Foundation (PAF)
 Positive Network Community Project
 South London Refugee Association (SLRA)
 West Indian Families and Friends Association (WIFFA)

5.2.5 Local Issues and Needs (from interviews and workshops)

- Social and economic related issues; such as **Health Inequalities**
 - Increasing pressure on BAME communities to provide care support for families. [See also Older People Theme at paragraph 5.4]
 - How well will the BAME third sector be involved in the rapidly changing health agenda and user-led services, etc.
 - Need for cultural competency in health services.
 - Access to green/open spaces

- Mental health - Improve recovery. Better health services that encourage self-reliance, are welcoming and within comfortable settings. Some groups struggle to reconcile their background with the UK and this causes stress.
- Domestic violence – A gap in service provision, despite the adverse impact this has not only on the health of the victim but the whole family.
- Substance misuse is growing at an alarming rate despite the number of specialist service providers.
- **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.
- Day case and elective (pre-planned) care are lower among patients with lower income, lower educational attainment and from minority ethnic groups. Emergency inpatient use is higher in deprived areas.
- **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. Effective targeting of groups is needed to increase uptake of screening services. Use of social marketing insight approaches and health equity audit would support and help in understanding why uptake of screening services is lower than the national average and which population groups are not accessing the services currently. In particular this work needs to focus on ethnic minority groups.
 - Improve support to carers.

The following are identified in the Sutton and Merton JSNA 2009 and referred to in section 5.2.1 above

- **Mental Health** - more severe for people in BAME groups. Cultural pressures
- **Diabetes** : Greater prevalence for BAME groups linked to higher BMI
- **Dementia:** Expected to increase
- **Stroke : Higher prevalence for** Afro-Caribbean and South Asian men
- **Heart disease and high blood pressure:** Higher prevalence less prescribing for cholesterol lowering drugs
- **Cancer:** Higher incidence of prostate cancer, less screening breast cancer
- **Sickle Cell and Thalasaemia** Inherited condition which affects Black, African, Asian and some Eastern European and Mediterranean groups.
- **Infectious diseases**
- **Teenage Pregnancy:** higher in more deprived wards
- **Smoking** : smoking cessation advice needed in different languages

5.2.7 Key Priority Needs – as identified by BAME organisations

- (i) BAME Voluntary sector to work in partnership to provide coordinated service planning and delivery.
- (ii) Provision of information that are widely disseminated, for example, through community groups and workshops.
- (iii) Develop cultural competence; ensuring that services reflect the demographics of the borough and respond with specialist local healthcare.
- (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) Improve health prevention measures. Screening/Health Checks need to be more available and accessible

5.2.8 Key Actions - Next Steps: - Health and well being

| Key Priority Objectives & Outcomes | Action | Timescale | Lead Partners/ Agencies | Reference to other strategies, etc |
|---|--|-----------|---|---|
| <p>(i) Provide coordinated service planning and delivery.</p> | <ul style="list-style-type: none"> ▪ BAME VCOS to work in partnership to promote a more joined up working approach to service planning and delivery and to health promotion and prevention. ▪ Develop Merton Unity Network's (MUN) Peer Support Network (PSN) Health sub-group to improve support to BAME VCOs and their clients. ▪ Establish and develop meaningful health partnerships with regional and national agencies. Lobby to raise awareness of health inequalities and to remove barriers to a healthy lifestyle. ▪ Establish a BAME VCO 'Health Partnership' with NHSSM to jointly undertake health education and prevention workshops, disseminate information, and support health events, e.g. annual health days. ▪ Establish meaningful working relationship within a local 'health partnership'; with BAME VCOs effectively utilised and supported, as partners, to: <ul style="list-style-type: none"> ○ Promote healthier lifestyles. ○ Facilitate health training and services, e.g. develop Fanon Health Centre and other health training resources into complete ' Cultural Competency' training programme or toolkit to be produced jointly by BAME VCOs and NHSSM and delivered by BAME VCOs and BAME NHSSM staff (who may have inside knowledge where there is lack of knowledge in some areas). ○ Develop and sustain local specialist health services, e.g. Merton's Drug Education/Culture Project and the Mental Health awareness project (Happy Soul Festival) delivered by Ethnic Minority Centre (EMC). | 2011/12 | <p>MUN/PSN NHSSM</p> <p>MUN/PSN/ BAME VCOs</p> <p>MUN/PSN NHSSM</p> <p>MUN/PSN/ LBM/ NHSSM</p> <p>LBM/NHSSM MUN/PSN/ BAME VCOs</p> <p>St George's NHS</p> | <p>LBMCEqC/Ref: 56, 57, 58</p> <p>NHSSM/EqS/Ref: 1.1, 1.3, 1.5, 1.6, 1.7, 1.8, 1.9, 1.10</p> <p>NHSSM/EqS/Ref: 1.11, 1.14, 1.16</p> |

| | | | | |
|--|---|----------------|--|-----------------------------------|
| <p>(ii) Provision of information that is widely disseminated and acted upon.</p> | <ul style="list-style-type: none"> ▪ Improve 'local health data sharing' and obtain a continual dialogue between BAME organisations and health agencies, through MUN/PSN and other 'Health Partnerships'. ▪ BAME VCOs to host regular joint health workshops and adopt a joined up working approach to health promotion and prevention. ▪ Create education initiatives to raise awareness of conditions/ diseases ▪ Create education initiatives to raise awareness of services and assist engagement processes 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). ▪ NHSSM to provide health data and statistics broken down by different ethnic groups and needs, e.g. mapping of disease impact (top10); most prevalent across ethnic groups. ▪ NHSSM to provide in JSNA data an analysis of needs of individual communities in local areas. ▪ NHS Sutton and Merton Patient Advice and Liaison Service (PALS) and Complaints Department to provide breakdown of statistics and data across geographic regions and ethnic groups to MUN/PSN to enable BAME VCOs to work effectively as partners to improve access to better health care. ▪ Specialist health check/screening days/weeks for different conditions to take place at various locations at borough hotspots. Mobile health checks clinics/Outreach work; provision of transport. ▪ Set milestones to considerably decrease racial health inequalities. | <p>2011/12</p> | <p>MUN/ PSN/ NHSSM/ relevant BAME VCOs</p> <p>- Ditto</p> <p>- Ditto</p> | <p>NHSSM/EqS/Ref: 2.1 to 2.10</p> |
| <p>(iii) Develop cultural competence. Ensuring that services reflect the demographics of the</p> | <ul style="list-style-type: none"> ▪ Map, demographically, health care provision to show, geographically, the distribution of health care services throughout the borough, for the purpose of bridging gaps and targeting disproportionality; to enable access to all local communities. | <p>2011/12</p> | <p>NHSSM/ MUN/PSN/ BAME VCOs</p> | <p>NHSSM/EqS/Ref: 6.7, 6.8</p> |

| | | | | |
|--|---|---------|---|------------------------|
| borough. | <ul style="list-style-type: none"> ▪ Create education initiatives to raise awareness of cultures/ communities; in particular, understanding the implications for those who rely on their own communities for care. ▪ Establish a pool of trained cultural health advisers; educating local individuals for outreach into diverse communities ▪ Support local groups to act as a bridge to improve access to services; ensure outreach in certain geographical areas. ▪ Joint Strategic Needs Assessment (JSNA) to ensure that commissioned services are tailored to local demographic needs. | | <p>NHSSM/ MUN/PSN</p> <p>NHSSM</p> <p>NHSSM</p> <p>NHSSM</p> | |
| (iv) Effectively challenge health inequalities to ensure services are inclusive and policies representative of the local communities | <ul style="list-style-type: none"> ▪ Lobby and support community-led campaigns to challenge health inequalities and raise awareness. ▪ Inform communities about their rights and how to ensure they are supported by services and legislation, e.g Community Development Health Courses by NHSSM. ▪ Challenge through legal duty; the use of Equality Impact assessments; Equality Schemes, relevant policies and procedures. ▪ NHS Joint Commissioning to give due regard to the adverse impact of costly medical treatments/bills, which prevent access to health care, for example, establish partnerships that can offer facilities locally; outreach pay, GPS/Clinics, etc. ▪ Race equality to be a target against which outcomes are measured. | 2011/12 | <p>MUN/PSN</p> <p>MUN/PSN NHSSM/ BAME VCOs</p> <p>MUN/PSN LBM NHSSM</p> <p>- Ditto</p> <p>- Ditto</p> | LBMCEqS/Ref: 56, 57 |

5.2.9 Performance Monitoring

- LAA related targets
- JSNA
- LBM Corporate Equality Scheme
- NHSSM – Equality Action Plan (2009) and Equality Scheme (2010-13)

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| 5.3 Housing and Regeneration |
| This section focuses on the issues that impact on BAME communities in respect of local housing and regeneration. |
| 5.3.1 Profile (National and local indicators and statistics) |
| <ul style="list-style-type: none"> ➤ Resident Survey ➤ Related National indicators: <ul style="list-style-type: none"> ▪ NI 155 Number of affordable homes delivered (gross) ▪ NI 158 % non decent council homes ➤ Housing profile from housing associations, and LB Merton <ul style="list-style-type: none"> ▪ Housing Register Applicants - 42% of housing register applications in Merton are from BAME households 2003-2008. http://www.merton.gov.uk/homelessness_strategy_for_merton.pdf ▪ Breakdown of Homeless by ethnicity in Merton 2007/2008 - African / Caribbean 26%, Indian/ Pakistani/ Bangladeshi 8%, other including Chinese 15% http://www.merton.gov.uk/homelessness_strategy_for_merton.pdf <ul style="list-style-type: none"> ▪ Number of families in bed and breakfast accommodation ▪ Number of adults in bed and breakfast accommodation ▪ Number of households in temporary accommodation ▪ % change in average number of families in temporary accommodation ▪ Average length of stay in bed and breakfast accommodation ▪ Average length of stay in hostel accommodation ▪ Number of homelessness cases prevented <p><u>Source :Merton observatory (at 2010)</u></p> <p>Deprivation: Most Deprived Super output areas in Merton are in within the following wards Figges Marsh, Cricket Green, Pollards Hill, St Heliers and Abbey. These fall into the most deprived 25% nationally. <u>Source: Index of Multiple Deprivation, IMD, 2007</u></p> |
| 5.3.2 National Policy Context |
| Decent Homes Standard - 2006 Housing Corporation's Involvement Strategy - 2007 Improving Opportunity, Strengthening Society Strategy – 2005 London Plan (Spatial Development Strategy) Neighbourhoods and Communities Strategy – 2006 The Hills Review – 2007 |
| 5.3.3 Local policy context |
| <ul style="list-style-type: none"> ▪ Choice based lettings – impact ▪ Duty to Involve 2009 ▪ Economic Development Strategy ▪ Ethnic Minority Housing Strategy ▪ Local Development Framework – Core Strategy ▪ MPH Community & Economic Development Strategy 2010-2015 |
| 5.3.4 Local Statutory stakeholders |
| LB Merton, Merton Priory Homes Regeneration of Town Centres (in particular Sub-Areas of Mitcham and East Merton Resident Social Landlords (RSLs) |

5.3.5 Local Voluntary sector groups, providers and stakeholders

Asian Elderly Group of Merton
Centre for Independent Living (CIL) Steering Group
Grenfell Housing Association
Merton Somali Community Organisation (MESCO)
Merton Unity Network
Millat Asian Housing Association
Pakistan Welfare Group
South London Refugee Association (SLRA)
Merton Sickle Cell & Thalasaemia Group (MSCTG)

5.3.6 Local Issues (from interviews and workshops)

➤ Environmental & Regeneration

- 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, gurbas, 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 thalasaemia.

➤ 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) Improve access to housing
- (ii) Improve awareness of Domestic Violence and disability housing options
- (iii) Improve access to employment and reduce social exclusion
- (iv) Improve information systems
- (v) Address issues of migration and community cohesion

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5.3.8 Key Actions - Next Steps: Housing and Regeneration

| Key Priority Objectives & Outcomes | Action | Timescale | Lead Partners/ Agencies | Reference to other strategies, etc |
|--|---|-----------|-------------------------------|--|
| (i) Improve access to housing | <ul style="list-style-type: none"> ▪ Develop MUN's 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 evaluate impact of regeneration 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 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. | 2011/12 | MUN/PSN/ LBM/ MPH | EMHS/KP1.1 EMHS/KP1.3 EMHS/KP3.14 EMHS/KP3.21 EMHS/KP6 |
| (ii) Improve awareness of domestic violence and 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. Sickle cell and Thalasaemia. | 2011/12 | MUN/ LBM/ MPH | LBMCEqS/Ref: 28 EMHS/KP2.7 EMHS/KP7 |
| (iii) Improve access to employment and reduce | <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. ▪ Support for workforce/jobless: establishment of similar scheme to | 2011-13 | LBM/ Chamber of Commerce/ MPH | MPH/CEDS/obj3 MPH/CEDS/obj6 EMHS/KP5 LBMCEqS/Ref: 24, |

| | | | | |
|---|---|---------|----------------------------|--|
| social exclusion | <p>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.</p> <ul style="list-style-type: none"> Evaluate the proportion of BAME children living in poverty. Increase opportunities for parents/carers to gain employment | | | 73, 74, 75 |
| (iv) Improve Information systems | <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, disability housing options, housing options for elder ethnic minority people, housing issues affecting young ethnic minority people. Establishment of (mobile) one-stop-information-shop, for advice, helpline, one-to-one support for housing issues. Outreach work. Information in different languages. | 2011/12 | LBM/ MPH / MUN/ BME Forum | EMHS/KP2.6 EMHS/KP2.12 EMHS/KP2.13 EMHS/KP3.16 EMHS/KP3.17 EMHS/KP3.19 EMHS/KP3.22 EMHS/KP6 EMHS/KP7 |
| (v) Address issues of migration, community cohesion | <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, e.g. extremism, racial harassment | 2011/12 | MUN/BME Forum/ LBM/ Police | MPH/CEDS/obj5 EMHS/KP3.15 EMHS/KP3.18 EMHS/KP3.20 EMHS/KP4.26 EMHS/KP6 |

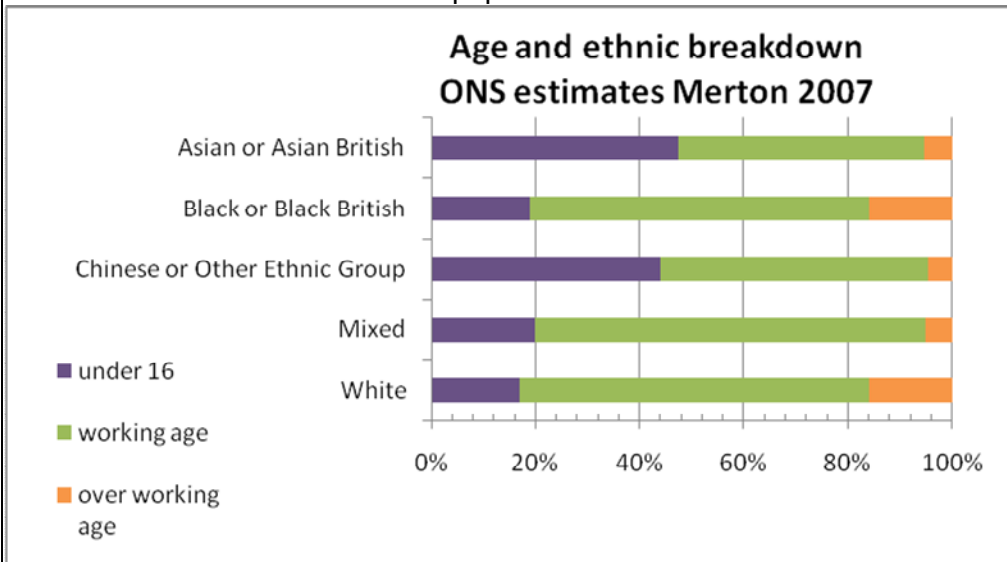
5.3.9 Performance Monitoring

- Economic Development Strategy and Action Plan
- Ethnic Minority Housing Action Plan
- LBM Corporate Equality Scheme
- Merton Priority Homes Action Plan
- NHS Sutton and Merton – Equality Action Plan, Equality Scheme 2010-13

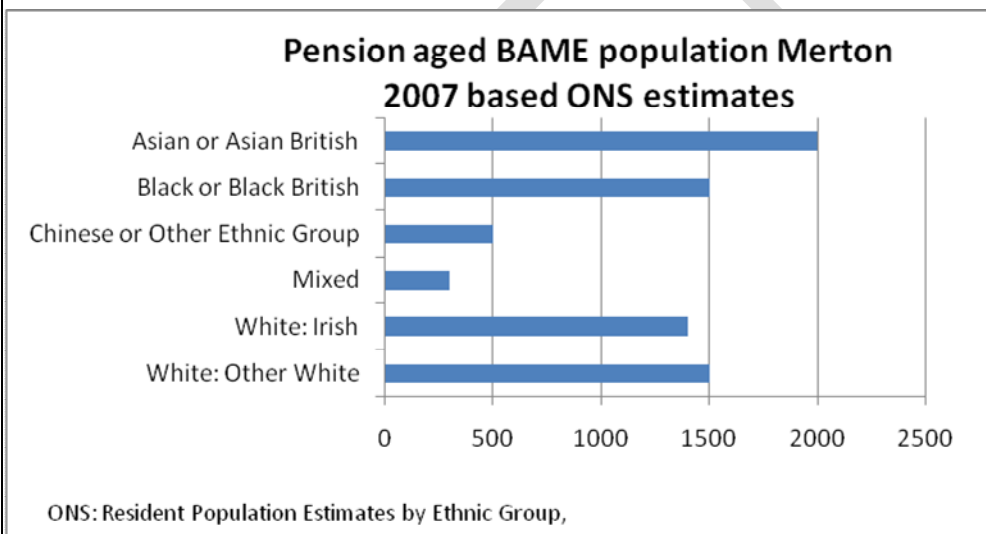
5.4 Older People

5.4.1 Profile (National and local indicators and statistics)

- Census 14.88% of Merton's population were pension aged in the 2001 Census
- Latest estimate 2007 ONS population estimate



Asian groups have the highest BAME pension age population, followed by Black / Black British. A high proportion of White Irish residents, about 30%, are at pension age.



National indicators (NI) or local Indicators

NI 129 - End of life access to palliative care enabling people to choose to die at home

NI 132 Timeliness of social care Assessment

NI 139 People over 65 who say that they receive the information, assistance and support needed to exercise choice and control to live independently.

- *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.*
- *The extent to which older people receive the support they need to live independently at home.*
- Trends issues – adult social care, social care for older people

| | |
|---|--|
| 5.4.2 National Policy Context | |
| GLA Older People Strategy National Dementia Strategy | |
| 5.4.3 Local policy context | |
| Community Plan Economic Development Plan LB Merton Engagement Strategy, Council Business Plans & Departmental Plans NHS Sutton and Merton JSNA Merton's Cultural Strategy – 'A Better Future for All' NHS Sutton and Merton – Dementia: A Joint Commissioning Strategy for Merton 2010-15 NHS Sutton and Merton Strategy NHS Sutton and Merton Equality Scheme and Priority Actions 2010-2013 Older People strategy | |
| 5.4.4 Local Statutory stakeholders | |
| NHS Sutton and Merton New Deal for Carers London Borough of Merton | |
| 5.4.5 Local Voluntary sector groups, providers and stakeholder | |
| African Educational Cultural Health Organisation (AECHO) Age Concern Ahmadiyya Muslim Association Asian Elderly Group of Merton Bengali Association of Merton Bridges Foundation Carers' Support Merton Centre for Independent Living (CIL) 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 Volunteer Centre Merton West Indian Families and Friends Association (WIFFA Ltd) |
| 5.4.6 Local Issues (from interviews and workshops) | |
| <p>➤ Health/Social Care</p> <ul style="list-style-type: none"> • 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. <p>➤ Access / planning</p> <ul style="list-style-type: none"> • 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) Improve health/social Care
- (ii) Provision of culturally appropriate intergenerational services
- (iii) Greater opportunities for socialising among peers
- (iv) Recognition of older people 's support towards the family structure

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| 5.4.8 Key Actions - Next Steps: – Older People | | | | |
|--|---|-----------|---|------------------------------------|
| Key Priority Objectives & Outcomes | Action | Timescale | Lead Partners/ Agencies | Reference to other strategies, etc |
| (i) Improved health/ social care | <ul style="list-style-type: none"> ▪ Tailored appropriate care such as 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. | 2011/12 | LBM LBM Carers agencies | LBM/REqC Ref: 56, 58, 67 |
| | <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. | 2011/12 | Carers’ agencies/ BAME VCOs LBM/ BME forum MVSC; VCM/ Age Concern NHSSM/BAME VCOs NHSSM/LBM NHSSM/LBM | Community Plan 2009-2019, ch. 10 |

| | | | | |
|--|---|---------|--|----------------------------------|
| | <ul style="list-style-type: none"> ○ 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. BAME VCO's to be supported to assist in this endeavour. • Support to be given to MUN/BME Forum to work with BAME VCOs to deliver a health awareness day. • Ensure that a dementia strategy is delivered and implemented. | | NHSSM/LBM MUN/BMEF/ BAME VCOs MUN/BMEF NHSSM/LBM/ BAME VCOs | Community Plan 2009-2019, ch. 10 |
| (ii) Provision of culturally appropriate intergenerational services | <ul style="list-style-type: none"> ▪ Provision of activities that ensure the participation of young and older people ▪ Provision of activities that encourage better communication and understanding between older and younger generations ▪ Encourage engagement of BAME older people through school activities; passing on historical and cultural information, teaching skills such as embroidery and having a visible face at schools. | 2011/12 | LBM/MUN/PSN NHSSM/LBM NHSSM/LBM | Com. Plan 2009-2019 ch.10 |
| (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. | 2011/12 | LBM MUN/BMEF/PSN VCM - ditto | |
| (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. ▪ Campaign and lobby for financial assistance to be given to grandparents to provide childcare for their grandchildren. | 2011/12 | LBM/NHSSM LBM/BMEF | |

5.4.9 Performance Monitoring

- LAA related targets
- LB Merton Annual residents survey (older people survey)
- LB Merton Corporate Equality Scheme

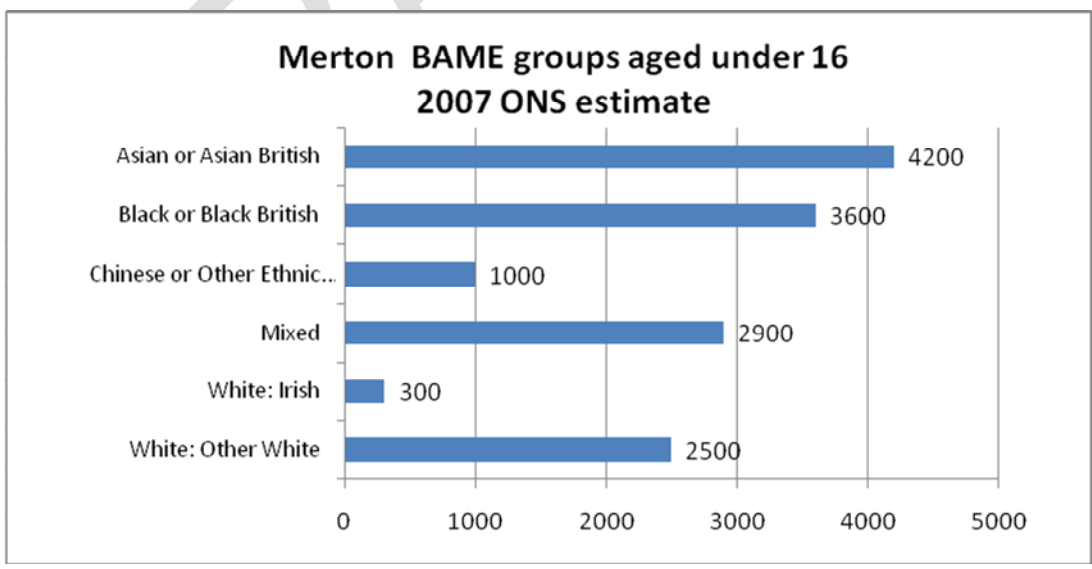
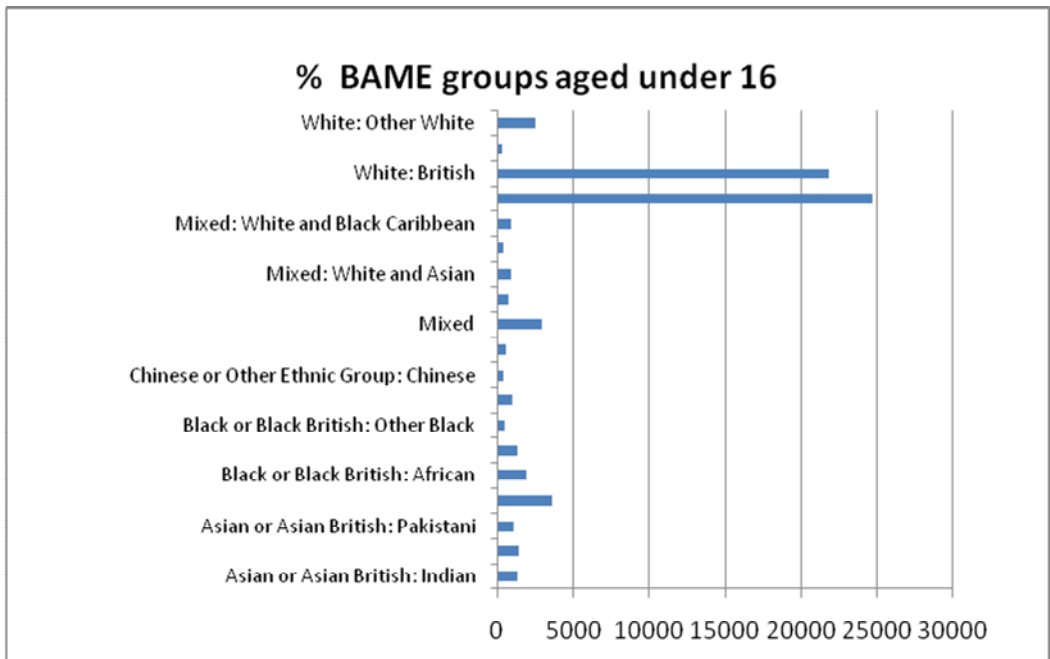
Older People Action Plan

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.

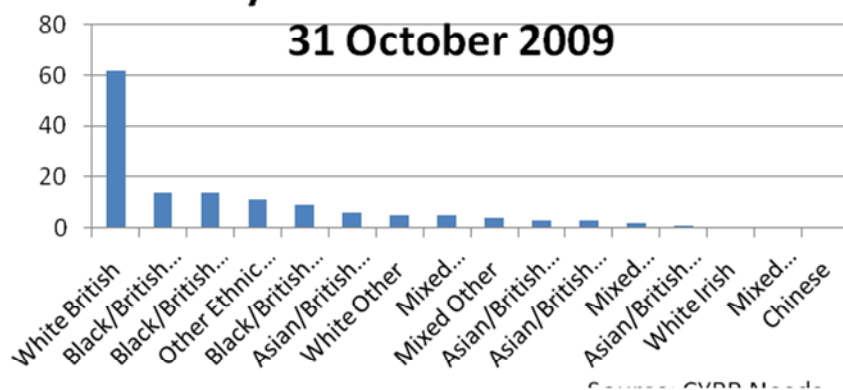
5.5.1 Profile (National and local indicators and statistics)

- **NI 116 Proportion of children living in poverty**
- **Population Stats.....**



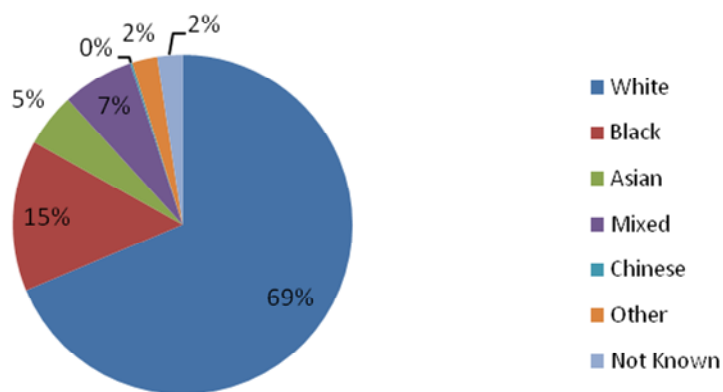
- **Deprivation** – Nearly a quarter of children and young people live in areas that are within the 30% most deprived in the country and 21% of Merton’s children live in overcrowded housing (JAR pg.3 – **date?**)

Ethnicity of Looked After Children at 31 October 2009



Sources :Child benefit (at Government Office Region, Local Authority and Parliamentary Constituency levels) – **date?**

Ethnicity of NEET Merton 2008



Source: CYPP Needs Analysis DRAFT 2009/10 p118

Poverty data

Local Authority and Standard Table (ST) Wards Children in Workless Families.

| | | |
|-----------------|-------|-----|
| Cricket Green | 1,010 | 35% |
| Lavender Fields | 805 | 34% |
| Ravensbury | 775 | 33% |
| Figge's Marsh | 805 | 30% |

Wards where 30% or more of children live in workless families... Child Poverty stats taken from End Child Poverty website (<http://www.endchildpoverty.org.uk/why-end-child-poverty/poverty-in-your-area#london>): The main data covers August 2006. However, ward breakdowns are for August 2005.

Local Authority and ST Wards Children in families on Working Tax Credit

| | | |
|-----------------|-----|-----|
| Lavender Fields | 560 | 24% |
| Figge's Marsh | 620 | 23% |
| Graveney | 420 | 21% |
| Pollards Hill | 585 | 21% |

| | | |
|---------------|-----|-----|
| St Helier | 470 | 20% |
| Cricket Green | 570 | 20% |

Wards where 20% or more of children live in families on working tax credit... Child Poverty stats taken from End Child Poverty website (<http://www.endchildpoverty.org.uk/why-end-child-poverty/poverty-in-your-area#london>): The main data covers August 2006. However, ward breakdowns are for August 2005.

| Local Authority and ST Wards | Total Children in low-income families | Percent |
|------------------------------|---------------------------------------|---------|
| Lavender Fields | 1,365 | 58% |
| Cricket Green | 1,580 | 55% |
| Figge's Marsh | 1,425 | 53% |
| Ravensbury | 1,210 | 52% |
| Pollards Hill | 1,380 | 49% |
| St Helier | 1,130 | 48% |
| Colliers Wood | 735 | 46% |
| Longthornton | 1,055 | 44% |
| Graveney | 805 | 41% |
| Abbey | 575 | 37% |

Wards where 30 % or more of children live in low-income families... Child Poverty stats taken from End Child Poverty website (<http://www.endchildpoverty.org.uk/why-end-child-poverty/poverty-in-your-area#london>): The main data covers August 2006. However, ward breakdowns are for August 2005.

Approximately 50% of all of the children in Lavender, Phipps Bridge (now Cricket Green) and Pollards Hill wards live in workless households, a statistic which places these three wards among the worst 10 wards in South London for child poverty. Attempts to break the cycle of deprivation through social and educational interventions at the Early Years stage are in the developmental phase. Merton's Neighbourhood Renewal Strategy: Creating Sustainable Communities in East Merton 2005–2010 pg10)

- **Ethnic composition of offenders on Youth Justice Disposals** (CYPP Needs Analysis 2009/10 pg107-08) – Reported that black young people are over-represented in the youth justice system, where rates are more than double their proportion in the population; which is above local and national averages. From Sept 2008 – Aug 2009 a total of 832 children and young people were accused of crimes. This represents 26% of all accusations of crime in the borough. (CYPP Needs Analysis presentation by M. Sutherland). BAME young people as victims of crime are more likely than white counterparts.

5.5.2 National Policy Context

- Children and Young People's Act & Plan: Children's Trust
- Child Care Act 2006
- Every Child Matters; improving outcomes for children, young people and families
- Life long learning and skills reform; including 'not in employment, education, or training' (NEET)
- Special Educational Needs and Disability Act
- Sure Start Programme
- Child Poverty Act 2010
- London Child Poverty Pledge

5.5.3 Local policy context

- Children & Young People Plan
- Children & Young People 14-19 Strategy
- LAA related targets:

- Child Poverty
- 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
- NEET Reduction Strategy
- Regeneration of Town Centres
- Social and Emotional Aspects of Learning (**SEAL**) Pilot: Improving behaviour
- Special Educational Needs and Inclusion Strategy
- Child Poverty Strategy & Action Plan

5.5.4 Local Statutory stakeholders

Harris Academy
 LB Merton: Education
 Learning and Skills Council
 Merton Schools
 Merton Extended Schools
 Merton Police
 South Thames College

5.5.5 Local Voluntary sector groups, providers and stakeholder

| | |
|--|--|
| <p>African Educational Cultural Health Organisation (AECHO) Abaana Bantu Asian Youth Association Bangladeshi Association of Merton British Muslim Association of Merton Centre for Independent Living (CIL) Christian Care Association Congolese & African Youth Solution (CAYS) Deen City Farm Ltd. Ethnic Minority Centre Grenfell Housing Association London South West Chinese Community Association Merton Asian Women's Association Merton Community Policing Partnership</p> | <p>Merton Unity Network Merton Sickle Cell and Thalasaemia Group Positive Network Community Project Pakistan Welfare Association Rilindja Rebirth Charity (Albanian) 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</p> |
|--|--|

5.5.6 Local Issues (from interviews and workshops)

- **Environment and young people**
 - Higher proportion of BAME children in low income households (child poverty).
 - 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; awareness training and proper procedures needed
- **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 information and 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.
- Not enough accessible recreation/leisure facilities, for example, refugees and asylum seekers are not accessing mainstream youth clubs - [SLRA consultation with young refugees and asylum seekers in early 2010]. Cultural barriers inhibit access e.g. manifested in parents not allowing access for young Muslim girls.
- 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 and information, advice and guidance needed.
- Young parenting: teenage pregnancy.
- Provision of ethnicity data needs to be improved, e.g. Child protection, safeguarding and family support: increased from 18% in 2006/07 to 33% in 2008/09. Ethnicity “not known” (CYPP Needs Analysis 2009/10 pg56).
- Governance training needed for groups.

➤ **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
- Harnessing energy of young people
- Dealing with other peoples issues (emotional baggage)
- Social exclusion of young people, BAME young people, young people in care

5.5.7 Key priority needs - as identified by BAME organisations

- (i) Bridge the gap between generations and communities and reduce the intergenerational cycle of poverty
- (i) Manage the asylum process
- (ii) Widen and promote Youth Parliament representation; involvement in democratic process
- (iii) Remove barriers to development
- (iv) Improve central networking

| 5.5.8 Key Actions - Next Steps: – Children and Young People | | | | |
|---|---|------------------|--|--|
| Key Priority Objectives & Outcomes | Action | Timescale | Lead Partners/ Agencies | Reference to other strategies, etc |
| (i) Bridge the gap between generations and community, and reduce the intergenerational cycle of poverty | <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. ▪ Create and promote opportunities for intergenerational interaction and engagement through use of local community centres. ▪ Develop initiatives to impact upon child poverty, e.g. employability schemes, housing and environment improvement, benefits advice, parenting skills. | 2011/12 | MUN/PSN sub groups LBM/BAME VCOs LBM/BAME VCOs LBM/BAME VCOs MUN/PSN LBM/BAME VCOs MUN/PSN | LBMCEqS/Ref: 22 MCPSAP/obj4 MCPSAP/obj9 LBM/CEqS/Ref:24 |
| (ii) Support the management of 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. | 2011/12 | LBM/ PSN/ SLRA | |
| (iii) Widen and promote Youth Parliament representation; involvement in democratic process | <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 and mentoring programme for Youth Parliament, seeking representatives from currently unrepresented socio-economic, ethnic, geographical groups. ▪ Produce incentive/development packages for representatives to encourage involvements -e.g. | 2011/12 | LBM – Youth Service - ditto - ditto MUN/VCM | LBMCEqS/Ref: 24 MCPSAP/obj7 |

| | | | | |
|-------------------------------------|--|---------|--|-------------|
| | volunteering to gain experience. | | | |
| (iv) Remove barriers to development | <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 • Support community-led campaigns to challenge inequalities and raise awareness, for example about heritage, intergenerational work, ethnic group inequalities. • Work in partnership to develop recreational activities, which allows participation and enables inclusion. • Cultural appropriate projects aim to develop job skills, bring language support into homes, develop parenting skills, counselling, help with homework, etc. | 2011-13 | <p>All</p> <p>LBM/ South Thames College/ BME Forum</p> <p>BME FORUM/ PSN sub-groups All</p> <p>BME Forum/ PSN Sub-groups</p> | |
| (v) Improve central networking | <ul style="list-style-type: none"> ▪ Provision and sharing of ethnicity data to effectively identify needs and make meaningful change to improve the life chances of BAME young people. ▪ 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. | 2011/12 | <p>All</p> <p>LBM/BME FORUM/PSN</p> <p>LBM/BME FORUM</p> | MCPSAP/obj7 |

5.5.9 Monitoring

| |
|---|
| <ul style="list-style-type: none"> ▪ Children and Young People Action Plan targets ▪ Child Poverty Action Plan ▪ LAA related targets ▪ LB Merton Annual residents survey (young people survey) ▪ LB Merton Corporate Equality Scheme ▪ Statistics relating to attainment of young people, e.g. GCSE results ▪ Workforce and skills audit surveys |
|---|

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 (National and local indicators and statistics)

➤ A Profile of Merton)

"... a high number of residents commuting in and out of London to work. It is, on the whole, well connected, with two London Underground lines (District and Northern), Tramlink, Overground trains and numerous main roads. A defining characteristic of the borough is the difference between the poorer, more deprived east (Mitcham), and the wealthier, more prosperous west (Wimbledon)". (Source and **date xxxxxxxx**)

➤ ONS Annual Population Survey 2009:

| | |
|--|-------|
| Merton working age employment rate - ethnic minority | 69.6 |
| Merton 16+ unemployment rate - ethnic minority | 9.3 |
| Merton % of ethnic minority of working age who are economically inactive | 24.5% |

Source NOMIS ONS annual population survey 2009

Average Weekly Earnings 2007 Merton £431, compared to £618 across London – Source London Development Agency 2007 Borough Economic Profiles

The 2009 Annual Survey of Hours and Earnings placed jobs in Merton as providing the lowest average weekly pay in London. The median average of £370 compared with £551 across London.

http://www.statistics.gov.uk/downloads/theme_labour/ASHE-2009/2009_work_la.pdf

London's Poverty Profile indicates that 20% of jobs in Merton paid less than £7.50 an hour.
<http://www.londonpovertyprofile.org.uk/indicators/topics/low-pay-and-in-work-benefits/low-paid-jobs/>

Labour Force Survey, ONS 2005–2007 indicates that across London about half of Bangladeshi employees are paid less than £7.50 per hour, compared with about 10% of White British employees.

➤ **Local area agreement targets**

- *The percentage of unemployed people claiming benefit who have been out of work for more than a year*
- *Number of businesses supported through local initiatives and still trading after 12 months. Target 85% in West and 75% in East (LAA p.49)*

Possible targets:

Local people empowered to have a greater role in the delivery of services – volunteering
Number of people assisted into work who are on or at risk of going onto incapacity benefit

5.6.2 National Policy Context

Anti-poverty reforms
Economic Development Strategy - GLA
London Plan

London Councils calculate that Merton is set to lose at least 3.1million in funding this year

through government cuts. 21 June 2010

<http://www.londoncouncils.gov.uk/media/current/pressdetail.htm?pk=1084&showpage=2>

5.6.3 Local policy context

- Community Plan
- Economic Development Strategy & Plan
- Employment and Economic Development Study (Sept 2010)
- Local Development Framework: Core Strategy
- Merton Local Labour Force and Labour Market Survey (February 2005)
- Recession strategy
- Skills Pledge and Skills Audit Action Planning (March 2004)

Key results from both *Merton Local Labour Force and Labour Market Survey (February 2005)* documents were:

○ Unemployment – key barriers

- 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

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.

○ Skills

- Many respondents lacked soft skills
- Lack of coordination – partners need to work together, be unselfish and share clients.

○ Employers – key issues

- 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

Initiatives proposed at 2004/5: 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.

5.6.4 Local Statutory stakeholders

LB Merton
Learning and Skills Council
Job Centre Plus
South Thames College

5.6.5 Local Voluntary sector groups, providers and stakeholder

Mitcham Means Business
Merton Chamber of commerce
MUN/BME Forum

5.6.6 Local Issues (from interviews and workshops)

➤ Unemployment and skills development

- 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, this is particularly the case for some Asian groups in the statutory sector.
- 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.
- VCOs, and by implication volunteers and small businesses that work with them must not be exploited as a cheap way to provide services.

➤ Business

- 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.
- Fair contracts needed for small and medium local enterprises.
- **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 – standard contracts which are

designed for big national and multinationals should not be unnecessarily applied for procuring services from small local VCOs and businesses.

- BAME sector reliant on a few sources of funding. Need to consider what else the sector can 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, more likely to look at VCOs as a cut price way of delivering services.

5.6.7 Key priority needs as identified by BAME organisations

- (i) Improve support to BAME organisations.
- (ii) Improve training and development
- (iii) Access to local commissioning of services
- (iv) Increase representation of BAME groups/communities at all levels of employment

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| 5.6.8 Key Actions - Next Steps: Unemployment, Skills and Enterprise | | | | |
|--|---|------------------|--|---|
| Key Priority Objectives & Outcomes | Action | Timescale | Lead Partners/ Agencies | Reference to other strategies, etc |
| (i) Improve support to BAME organisations. | <ul style="list-style-type: none"> • Greater support to BAME start up businesses, through training, sign posting to relevant statutory bodies, businesses and organisation that can assist. • Provide more business support from professionals (i.e. from 5 yrs onwards in business). • Provide more and effective partnerships; lobbying for more support for smaller organisations such as 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. • BAME VCOs to be supported to research and analyse the gap left by the closure of BAME organisations | 2011/12 | LBM/ Chamber of commerce/ BMEF | MCPSAP/obj4 |
| (ii) Improving training and development | <ul style="list-style-type: none"> • Provision of training to address skills imbalance and reduce skills gaps so that BAME communities can compete. • Develop and promote training opportunities – awareness of commissioning events and training • Develop training and comprehensive support systems specific to clients' needs. Open invitations to wider groups and networking. • Training provided for trainers • Provide skills session; to develop soft skills, which “open doors”. • Work in partnership to produce and utilise a programme of social enterprise support targeted at the most deprived communities | 2011/12 | MUN/JCPlus/Merton Chamber of Com LSC/Adult education/ South Thames College/ MUN/ BME Forum LBM | MCPSAP/obj4 LBM/CEqS/Ref: 16 |
| (iii) Access to local Commissioning of services | <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 • Provide fair contracts for local businesses. | 2011-13 | MUN/MVSC; VCM/ LBM/ Chamber of Commerce/ BAME VCOs | LBMCEqS/Ref: 36 |
| (iv) Increase | <ul style="list-style-type: none"> • Educating local employers on the benefits of using local labour and | 2011/12 | All lead agencies on | LBMCEqS/Ref: |

| | | | | |
|---|--|--|--|--|
| <p>representation of BAME groups/communities at all levels of employment.</p> | <p>increase representation at all levels of employment; especially under-represented Asian groups in local statutory employment..</p> <ul style="list-style-type: none"> • Encourage networking at all levels. Providing up to date information on job opportunities. • Provide the correct information in the right places. Knowing what's out there and making informed choices. • Provide 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. • Provide 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>employment JCPlus Chamber of Commerce/ MUN/ BMEF/ BAME VCOs</p> | |
|---|--|--|--|--|

5.6.9 Performance Monitoring

| |
|---|
| <ul style="list-style-type: none"> ▪ Child Poverty Action Plan ▪ LAA related targets ▪ LB Merton Annual residents survey ▪ LB Merton Corporate Equality Scheme ▪ Neighbourhood, Town Centre and Business Development Plans ▪ Workforce and skills audit surveys |
|---|

| |
|--|
| 5.7 Safer, Stronger and Sustainable |
| This theme explores issues of community safety, building a stronger and sustainable BAME sector. |
| 5.7.1 Profile (National and local indicators and statistics) |
| <ul style="list-style-type: none"> • Annual Residents Survey 2009 • Hate crime statistics Safer Merton • National Indicators and Community Cohesion Indicators <ul style="list-style-type: none"> ○ <i>The percentage of people who feel that their local area is a place where people from different backgrounds can get on well together (NI 1, CC 1) - Preventing Extremism and Building Community Cohesion and Integration</i> ○ <i>The percentage of adults surveyed who feel they can influence decisions affecting their local area (NI 2, CC 4) - Empower local Merton Council people to have a greater choice and influence over local decision making and a greater role in society</i> ○ <i>The percentage of people who feel that local ethnic differences are respected (CC 5)</i> ○ <i>Number of racial incidents recorded by police authorities per 100,000 (CC 6)</i> ○ <i>The percentage of people from different backgrounds who mix with other people from different backgrounds in everyday situations (CC10)</i> ○ <i>Participation in regular volunteering (NI 6)</i> ○ <i>Perceptions of anti-social behaviour (NI17)</i> ○ <i>Perceptions of drug use or drug dealing as a problem (NI42)</i> ○ <i>Overall / general satisfaction with local area (NI5)</i> |
| 5.7.2 National Policy Context |
| <ul style="list-style-type: none"> • Anti-Poverty Reforms • Cohesion Delivery Framework • Duty to Involve - unlocking the potential of local people and involve them in shaping their services and building stronger communities. Re-invigorating and strengthening local democracy. • Crime and Disorder and Police Reform and Justice Legislation, which places a duty on the local government authority, local police and fire authorities and other agencies to form local partnerships with the aim of reducing crime and disorder; using annual strategic assessments to improve partnerships' understanding of the patterns of crime in their area and to enable them to respond effectively. Through empowerment and effective leadership, visible and constructive accountability, intelligence led business processes (e.g. assessments), effective and responsive delivery structures, community engagement, appropriate knowledge and skills. • Equality Act 2010 • Stop and Search powers. Recommendation 61 of the Stephen Lawrence Inquiry Report (1999), called for the police to record all stops as well as searches. • Prevent Violent Extremism (PVE) Agenda • Tackling Inequalities reforms |
| 5.7.3 Local policy context |
| <ul style="list-style-type: none"> • Community Plan: Safer and Stronger • Community Cohesion Strategy • Compact – Merton • LB Merton Corporate Equality Scheme • Engagement Strategy • Economic Development Strategy • Merton's Scrutiny Committee (2009): Impact of recession on BAME communities; response and action plan |

- Merton Hate Crime Strategy and Action Plan
- Neighbourhood Renewal Strategy/Action Plans
- Regeneration and Sustainable Communities
- Strategic Assessment and Partnership Plan
- Safer & Stronger – Equality Roundtables
- Third Sector Strategy
- Black Training Enterprise Group (BTEG) Report on BAME Forums and Local Strategic Partnership in respect of Merton Unity Network (2010)

- Recommendations from Merton's STEPHEN LAWRENCE INQUIRY - SCRUTINY REVIEW ACTION PLAN (2001) 'The past we inherit, the future we build' - are still relevant after ten years - <http://www.merton.gov.uk/council/scrutiny/scrutinypublications/pdf.macphersonscrutinyreport.pdf>.
- The Hate Crime Strategy includes some update on the review of the Inquiry - http://www.merton.gov.uk/community/communitysafety/hate_crime_strategy_and_action_plan_final_draft.pdf.
- The Review Action Plan at 2001 included:
 - AP. 28 - The police are keeping statistics about the ethnicity of racial incident victims and perpetrators, and the Panel expect this, where practicable, to be analysed and evaluated each year along with geographical mapping of incidents and judicial disposal rates, and used to inform and review strategies.
 - AP. 30 - The Council liaises with Merton Unity Network and Ethnic Minority Centre to formulate strategies which might encourage ethnic minority young people to join the teaching profession, and which might encourage local ethnic minority residents to become school governors.
 - AP. 37 - Departments to devise annual action plans to reduce imbalances within their department in relation to the number of ethnic minority employees, their representations at senior levels, and in particular representations of **Asian** employees.
 - AP. 75. Continue to support groups who assist with victim support and tackle discrimination and racial

5.7.4 Local Statutory stakeholders

Fire Brigade
Merton Police
Merton Council
Safer Merton

5.7.5 Local Voluntary sector groups, providers and stakeholder

African Educational Cultural Health Organisation (AECHO)
Ahmadiyya Muslim Association
Bangladeshi Association of Merton
Bengali Association of Merton
Community Engagement Network (CEN)
Escape Youth Group
Ethnic Minority Centre
Friends of Haydons Road Recreation Ground
Merton Priory Homes
Merton Somali Community
Merton Unity Network
Merton Voluntary Service Council
Pakistan Welfare Association
Recommendation 61 Community Monitoring Group
South London Tamil Welfare Group
The Wandle Forum
Victim Support Merton
Wimbledon Mosque

5.7.6 Local Issues (from interviews and workshops)

- **SAFER - COMMUNITIES**
 - Reduction in gang culture and activities

- Domestic violence; a higher profile in some communities, e.g. honour killing.
- How safe is Merton re hate crime?
- 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.
- 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.
- Need to support and increase volunteering among BAME communities.
- Need to promote the benefits of volunteering for individuals and communities.
- 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.
- Perceived 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.
- Concern that multicultural societies have less trust and social capital.

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
 - Marketing (and promoting) activities
 - Building capacity
- (iii) Reduce fear of crime
- (iv) Address the concerns that some BAME communities do not feel that they are getting on together
- (v) Support local BAME VCOs so they can continue day to day social cohesion work
- (vi) Work to assess and fill the gap in specialist service provision for BAME communities.

DRAFT 106

| 5.7.7 Key Actions - Next Steps: Safer, Stronger and Sustainable | | | | |
|--|--|------------------|--|---|
| Key Priority Objectives & Outcomes | Action | Timescale | Lead Partners/ Agencies | Reference to other strategies, etc |
| (i) Improve community engagement | <ul style="list-style-type: none"> ▪ Statutory agencies to engage with BAME groups and involve them in developing policies; a duty to involve. ▪ Co-operation among voluntary groups; in understanding how best to consult with and seek the opinions of BAME communities and respond to the information gained. ▪ Partnership working in getting people involved with decision making process. ▪ Provision of language skills for BAME groups to help them participate and to compete. ▪ Support for BAME VCOs to provide capacity to identify better ways of involving communities in local decisions ▪ Encourage communities to participate in national census 2011. ▪ Co-ordinate BAME groups and get them involved in participating in civic life. ▪ Support multi-cultural activities and promote multi-faith dialogue in schools and colleges | 2011-13 | Merton Partnership LBM/BMEF/ BAME VCOs - ditto | LBMCEqS/Ref: 19, 20, 21, 73, 74, 75, 78 |
| (ii) Improve effectiveness and access | <ul style="list-style-type: none"> ▪ Influencing change ▪ MUN/BME Forum to explore the statistical data presented to date to identify those hidden communities; who are therefore not included in the deprivation indices and are not accessing services. ▪ VCO to become more astute about gaining funding. ▪ VCOs to plan for a move from grant based to commissioned services. ▪ Hold a series of roundtable meetings; the LSP and thematic groups to address issues relating to barrier of access. | 2011/12 | MUN/BMEF/LBM MUN/PSN/ MVSC; VCM Merton Partnership | |
| ▪ Mapping of activities | <ul style="list-style-type: none"> ▪ Work in partnership with LBM, MVSC, etc., to improve collection of data to ensure differing service needs are met. ▪ BAME VCOs to be supported to research and analyse the gap left by the closure of BAME organisations. | 2011/12 | MUN/BMEF/ MVSC/VCM/ LBM | LBMCEqS/Ref: 1-4 |

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|---|--|---------|---|--|
| | <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/BMEF/ PSN/MVSC/ BAME VCOs | |
| <ul style="list-style-type: none"> ▪ Marketing initiatives | <ul style="list-style-type: none"> ▪ A community web portal to promote and market BAME organisations events and initiatives relating to engagement. | 2011/12 | MUN/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.) | 2011/12 | MUN/BMEF MVSC/ BAME VCOs BMEF | |
| (iii) Reduce fear of crime and tackle race crime effectively | <ul style="list-style-type: none"> ▪ VCOs to work in partnership to assess the impact of anti-social behaviour, understand and tackle gang culture; including inter-ethnic gang crime and reduce fear through community participation and support. ▪ VCOs to be supported in the diversion work that they carry out. | 2011-13 | MUN/BMEF/ PSN/MPH LBM/Police/ BAME VCOs MUN/EMC | |
| | <ul style="list-style-type: none"> ▪ Improve through training, the knowledge base of BAME organisations in order to tackle race crime effectively. ▪ Create a systematic approach involving statutory organisations to tackling race crime. | 2011-13 | MUN/LBM/ Police | |

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|--|---|----------------|--|-------------------------------|
| <p>(iv) Address the concerns that some BAME communities do not feel that they are getting on together.</p> | <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. ▪ BAME VCOs to be supported to develop interventions and group activities that can bring communities together. ▪ Develop opportunities for people to discover positive aspects of fellow communities. E.g. VCO mentoring schemes support across ethnic groups ▪ Support community activities that allow groups to work together to meet pressing needs and put aside historical tensions. ▪ VCOs to be supported so they can continue day to day social cohesion work, building social capital which helps communities help each other. ▪ BAME VCOs to work collectively, across communities; sharing resources to strengths and overcome issues. | <p>2011/12</p> | <p>LBM/MUN/EMC</p> <p>LBM/MVSC/BAME VCOs and other partners</p> <p>- ditto</p> <p>- ditto</p> <p>- ditto</p> | |
| <p>(v) Work to assess and fill the gap in specialist service provision for BAME communities.</p> | <ul style="list-style-type: none"> ▪ Research and analyse the gap left by the closure of BAME organisations and identify capacity to address these, e.g MREP. ▪ Identify gaps in local specialist service, for example, for supporting BAME victims and witnesses; dealing with racial harassment and discriminatory casework, advocacy and education about equality law. ▪ Promote the work of Recommendation 61: Stop and Search Monitoring Group. | <p>2011/12</p> | <p>MUN/LBM/Police</p> <p>MUN/PSN/Safer Merton</p> <p>MUN/BMEF</p> | <p>HCrimeStgy/Obj3B&4</p> |

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| <p>5.7.9 Performance Monitoring</p> |
| <ul style="list-style-type: none"> ▪ Annual Strategic Assessment ▪ LAA related targets ▪ LB Merton Annual residents survey ▪ LB Merton Corporate Equality Scheme ▪ Merton Partnership Equality and Diversity Policy ▪ Statistics relating to hate crime, racial incident monitoring etc. |

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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"> ▪ Education ▪ Partnership capacity: engagement and sustainability ▪ Regeneration ▪ Gender ▪ Volunteering | |
| 5.8.1 | Partnership capacity: engagement and sustainability |
| Education | |
| <ul style="list-style-type: none"> • This impacts on whether or not people actually engage, for a variety of reasons, for example, learning and skills knowledge, anti-social behaviour of people. | |
| Partnership capacity - engagement | |
| <ul style="list-style-type: none"> ▪ Agencies having difficulty 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. In order for it to be genuine, there must be key goals and action focussed targets reported on annually. ▪ 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. | |
| Partnership capacity - 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 developing 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, cardiovascular 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.

5.8.4 Volunteering

Volunteering brings many benefits to society and individuals. These benefits are not limited to the unique services that are provided which often meet needs that other agencies do not provide.

Volunteering also benefits individuals by helping to improve their skills and providing positions of responsibility and work experience which helps them to be more competitive and confident in the jobs market.

In addition formal volunteering provides individuals with opportunities to mix in new circles, with people from different social backgrounds and different generations. Bringing different types of people together to achieve a common cause helps communities become more integrated and to build links and support networks within and across communities.

Importantly for BAME communities', volunteering is led by the communities themselves and their sense of the most pressing needs faced by local people. In this way it is rooted in local issues rather than 'one size fits all' national initiatives and can be for a voluntary organisation an important route for engaging with local communities.

Although BAME communities are distinct and unique BAME voluntary organisations often face similar issues and challenges. These include shared experiences of discrimination, greater specific needs, adapting to a majority culture smaller organisations often set up around the energy, charisma and enthusiasm of individuals, reduced resource and capacity to provide labour intensive support to local communities. For this reason BAME voluntary sector requires targeted specialist support which can help them meet these specific needs.

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 services at their full economic cost, 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 – Community Plan 2009-2019, Corporate Equality Scheme (2010-2013) and NHS Sutton and Merton Equality Scheme (2010-13). These actions 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 and other local, sub-regional and regional agencies, for example, Race on the Agenda, Minority Ethnic Network

8. FEEDBACK FROM BME FORUM MEMBERS ON THE PLAN

DRAFT 8.3

9. GLOSSARY

| | |
|-----------------------------------|---|
| Asian (census category) | For historical reasons the 2001 census refers to people from the Indian Subcontinent as Asian |
| BAME | Black Asian and Minority Ethnic |
| BME | Black and Minority Ethnic |
| BME forum/ BMEF | A collective of BAME voluntary organisations in Merton |
| Census | A census is a total survey, often this refers to the national survey of the whole population taken every ten years |
| Census categories | labels used to classify the population into ethnic groups |
| CYPP | Children and Young People Plan |
| Chinese (census category) | In the 2001 census, Chinese is a separate category and not included in Asia |
| Correlation | A statistical analysis that is used to measure how strong an Association is. |
| DMAG | GLA - Data Management and Analysis Group |
| Eligibility for free school meals | This is used as an indirect measure of deprivation |
| ESOL | English as a second language |
| Ethnic labels | The names given to ethnic groups |
| Ethnic group | A group of people with a sense of common ancestry, heritage and culture |
| Unfairness | Another term for inequality |
| Full Economic costing – | There must be a consideration of the full cost of providing the service when commissioning projects. |
| Gang culture – | Activities which celebrate the image of gangs, even though participants are not necessarily involved in organised crime. |
| GCSE's | General Certificate of Secondary Education an academic qualification |
| GLA | Greater London Authority |
| Gypsy and Traveller | Different groups who have traditionally adopted a travelling lifestyle, (also Romany, Romanies, Romanis, Roma or Rom) |
| Indepth interview | A type of interview which is more like a conversation where certain issues can be explored in depth |
| Indicator | A measure that is used to demonstrate that change is being achieved |
| Inequality | Often social inequality refers to the disparity between more and less affluent |
| Islamophobia | Prejudice against Islam or Muslims |
| JSPlus | Job centre plus |
| Labour Force Survey | Quarterly sample survey of households living at private addresses in Great Britain |
| Linguistic capital . | A way of speaking and/or behaviour that is valued by the appropriate network and can wield influence in society. |
| LINK | Local Involvement Network |
| LSC | Learning and Skills Council |
| LSP- local strategic partnership | Local Strategic Partnership between voluntary sector, health, police, local government and private sector |
| LAA - Local Area Agreement | The priorities for a local area agreed between central government and Local Strategic Partnership and other key partners. |
| London Development Agency | The Regional Development Agency for Greater London, part of the Greater London Authority. |

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| LBM | London Borough of Merton |
| Merton Partnership | The Local Strategic Partnership in Merton |
| MPH | Merton Priory Homes |
| NCVO | National Council for Voluntary Organisation |
| NHSSM | National Health Service (NHS) Sutton and Merton |
| NEET | Not in education, employment or Training |
| NiNos | National Insurance Numbers |
| ONS - Office of National Statistics | Part of the Statistics Agency responsible for undertaking the 10 yearly census |
| Peer Support Network | Operational arm of Merton's BME forum |
| Qualitative | A type of research where information collected is not numerical in nature |
| Race | A way of grouping people into categories based on physical appearance, sometimes used interchangeably with ethnicity |
| Romani | The English branch of the Romany, Roms ethnic group who traditionally follow a travelling lifestyle, though many are settled |
| Roma | The Eastern European branch of the Romany, ethnic group who traditionally follow a travelling lifestyle. |
| SEN - Special Educational Needs | Children who have learning difficulties or disabilities that make it harder for them to learn or access education than most children of the same age |
| Statutory sector | Also the public sector includes services such as police, public transport, education and healthcare |
| SOA | Super Output Areas |

Etc....

10. DOCUMENTS AND REFERENCES.

10.1 Documents

Audit Commission Review - Merton area assessment

DMAG Briefing 2009-08 (August 2009) GLA 2008 Round Ethnic Group Population Projections

Merton Annual Report

Merton Annual Survey (dates..)

Merton Business plan

Merton Community Cohesion Charter and Strategy

Merton Community Plan 2009-2019

Merton - Economic Development Strategy

Merton Equality and Diversity Policy & Corporate Equality Scheme

Merton Ethnic Minority Housing Strategy (Draft at 2009/10)

Merton Labour Force and Labour Market Survey 2004

Merton Local Area Agreement – Bridging the Gap 2008-11

Merton Neighbourhood Renewal Strategy - 2004

Merton Observatory date

Merton Partnership Performance Management Framework

Merton Place Survey

Merton Unity Network

- BME Strategic Plan 2006 - 2009
- 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 2009 to June 2010)

ONS

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Etc...

10.2 List of figures

| | |
|---|----|
| Figure 1 Merton population breakdown 2001 Source ONS 2001 Census | 1 |
| Figure 3. changes in ethnic breakdown 2001-2007. Source 2001 census, 2007 Mid year estimate..... | 9 |
| Figure 2 Population breakdown by ethnicity. Source DMAG population projection | 1 |
| Figure 4 Changes in Merton population 2001-2016 | 10 |
| Figure 5. Change in population proportions 2001 - 2016: source GLA round ethnic group population projection | 1 |
| Figure 6 count of gypsy and traveller caravans on authorised sites | 11 |
| Figure 7 age breakdown by ethnic group 2007, by ethnic group and subgroup, source ONS mid year estimate | 12 |
| Figure 8 Gender and ethnic breakdown Merton 2007: 'source ONS mid year population estimate..... | 1 |
| Figure 9 National Insurance applications by country of origin 2003/2007 source DWP | 13 |
| Figure 10 Religious breakdown in Merton 2001, source 2001 Census | 14 |
| Figure 11 Percentage BAME population by ward. Source 2001 census | 1 |
| Figure 12 Percentage BAME population by ward. Source 2001 census | 1 |

| | |
|---|----|
| Figure 13 Most deprived super output areas Merton: source Merton Observatory | 15 |
| Figure 14 children in low income families x percentage BAME by ward 2001 census and Department for Children , Schools and Families Schools Data Unit | 16 |
| Figure 15 Eligibility for free school meals in Merton by ethnicity. Source Neighbourhood statistics | 16 |

10.3 BAME references in Key local documents

Community Plan 2009 - 2019

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.

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, BlackCaribbean 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 12months, 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.

10.4 **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, aims 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).

10.5 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

10.6 **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

APPENDIX 1

Organisations Participating

As at 08 October 2010

A large number of local organisations and bodies were invited to participate in the development of the plan. The following are those that have so far chose to be involved.

3rd Phase Education

Accede

Active Support and Care

African Caribbean Elders (ACEs) Club

African Educational Cultural Health Organisation

Alapon

Anjuman Women's Group

Asian Elders

Association for the Polish Family

Aymadiyya Muslim Association (AMA)

Bangladeshi Association of Merton

Bengali Association of Merton

Brittani Hindu (Shiva) Temple

Clarity

Cofade

Escape Youth Group

Ethnic Minority Centre (EMC)

Euro Bangla Federation

Fanon Resource Centre Merton/Southside Partnership

Grenfell Housing Association

Job Centre Plus

Kiara Training College

Lajolla Health Initiatives

Local BAME residents

London Borough of Merton - Adult Services

London Borough of Merton - Children School and Families (inc Youth Service)

London Borough of Merton - Community Engagement

London Borough of Merton - Councillors

London Borough of Merton - Housing

London Borough of Merton - Equality & Diversity

London Borough of Merton – Environment and Regeneration

London Borough of Merton/Safer Merton

Make It Happen

Merton and Sutton Mediation Service

Merton Chamber of Commerce

Merton Community Transport

Merton Home Tutoring Service

Merton Oasis

Merton Sickle Cell and Thalasemia Group (MSCTG)

Merton Unity Network
Merton Voluntary Service Council
Metropolitan Police - Merton
Minority Ethnic Network (MINeT)
Mitcham and Morden MP
Mitcham Filipino British Association
Mitcham Youth Club
Pakistan Welfare Association
Polka Theatre
Positive Network
Race on the Agenda (Rota)
Rhema Church Ministries
St Georges Hospital, NHS South London BME Partnership
South London African Women's Association
South London Refugee Association
South London Tamil Welfare Group
South Mitcham Community Association
South Thames College
Sutton & Merton PCT
Tamil Welfare Association
Taylor Road Day Centre
Volunteer Centre Merton
West Indian Families and Friends Association (WIFFA)
Wimbledon MP

OTHER BODIES

BME Forum, Peer Support Network and Sub-Thematic Groups, Seminars
Joint Consultative Committee with Ethnic Minority Organisations
Merton Partnership - Executive Board and Thematic Partnership Groups; Project Boards
(incomplete)
No Change No Gain Seminar – 26 February 2010 (80 participants)

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