

Committee: Joint Consultative Committee with Ethnic Minority Organisations

Date: 28 March 2011

Agenda item: 7

Wards: All

Subject: Implementing Merton's Black, Asian and Minority Ethnic Strategic Plan 2010-13

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

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

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

Forward Plan reference number: N/A

Contact person(s): Patricia Anderson – Merton Unity Network (MUN)

Recommendations:

That the Joint Consultative Committee with Ethnic Minority Organisations:

- A. Note its agreement (at its meeting on 19 October 2010) to support the implementation and monitoring of key actions within Merton's Black Asian and Minority Ethnic (BAME) Strategic Plan (2010 - 2013).
- B. Agree a selection of key priorities and actions for consideration (and regular monitoring) for 2011-12.

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 To inform members of the progress made with the development and implementation of the BAME Strategic Plan (2010-13) since the last JCC meeting on the 19 October 2010 and to seek their approval to a selection of key priority issues and actions for consideration (and regular monitoring) by the JCC. The process for consideration 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 the priorities they need to call in for consideration and in discussion with key officers of the Council and other partner agencies.

2 DETAILS

2.1 Developments

- 2.1.1 The Joint Consultative Committee (JCC) received its first report on the development of Merton's BAME Strategic Plan (2010-2013) 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, 9 June and 19 October 2010 further updates of the Plan were presented to the JCC for consultation and feedback.

2.1.2 The BAME Strategic Plan 2010-13, which is recorded as a deliverable within Merton's Community Plan 2009-19, was successfully launched on the 7th December 2010 in the presence of approximately 120 people. Those present included partners from local, sub-regional and regional organisations within the voluntary, statutory and private sectors. Those participating included the Minister for Communities and Local Government and local lead politicians such as the Leader of Merton Council (Chair of Merton Partnership).

2.1.3 The Executive Board of Merton Partnership, at its meeting on 25 January 2011, agreed that it would play a key leadership (and coordinating) role in ensuring that the priorities of the BAME Plan becomes an integral part of the policy decisions that are carried out on its behalf by the thematic partnership boards. The next stage was for each of the four thematic partnership boards to agree a set of priority actions, from the BAME Strategic Plan, which would be effectively implemented alongside their refreshed priorities and targets; using the delivery structures and processes which currently exist.

2.2 Implementation

2.2.1 In light of recent changes, brought about by the recession with cuts in public spending, it was agreed at the Merton Partnership conference On 25 October 2010 to refresh the Partnerships short and medium term priorities and targets. It is only prudent that the BAME Strategic Plan priorities are also reconsidered in parallel. Therefore, at the BME Forum's Seminar '*Resourcing Change: Implementing the BAME Strategic Plan*', held on 1st March 2011, a set of priorities and actions from the Plan were agreed by partners for 2011-12. The next stage in the implementation process is for those key priorities and actions to be agreed where relevant by the partnership boards (see below) and effectively aligned and implemented along their plans.

2.2.2 The key priority themes within the BAME Strategic Plan 2010-13 are easily aligned with those in the Community Plan 2009-19; as follow.

BAME Plan priority themes	MP Community Plan priority themes & partnership boards
➤ Children and Young People	} > Children & Young People
➤ Education and Learning.	} }
➤ Unemployment, Skills and Enterprise	} > Sustainable Communities & Transport
➤ Housing and Regeneration	} }
➤ Safer, Stronger and Sustainable	} > Safer and Stronger Communities
➤ Older People	} > A new Shadow Health & Well-being }
➤ Health and Well-being	} Board

3.0 Priorities and actions for selection

3.1 Most of the key priorities within the BAME Strategic Plan can be achieved through improved access to information and services which support community development and cohesion on multiple levels. The priority actions will therefore require regular monitoring to measure progress and ensure development.

3.2 The Joint Consultative Committee is therefore requested to agree a selection of key priorities and actions for 2011-12 for regular consideration (and monitoring) from the full list attached (as a progress schedule) at Appendix A. Those priorities that were selected by partners at the seminar "*Resourcing Change*", held on 1st March 2011, are shaded within Appendix A.

6.0 **CONSULTATION UNDERTAKEN OR PROPOSED** – None at this stage.

7.0 **FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS**

- 7.1 The Council's financial constraints may impact on the implementation of the BAME Strategic Plan.
- 8.0 **LEGAL AND STATUTORY IMPLICATIONS**
- 8.1 The BAME Strategic Plan will contribute to the Council meeting its legal obligations relating to equalities and localism legislation.
- 9.0 **HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS**
- 9.1 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 Act 2010.
- 10.0 **CRIME AND DISORDER IMPLICATIONS**
- 10.1 None specific
- 11.0 **RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS**
- 11.1 There is a risk to the Council's reputation if it fails to support the Plan.
- 12.0 **APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT**
- 12.1 Appendix A - BAME Strategic Plan Progress Schedule at 16/3/2011.
- 13.0 **BACKGROUND PAPERS**
- 13.1 Merton's BAME Strategic Plan 2010-13 (Summary)
[http://www.mertonunitynetwork.org.uk/Docs/MUN%20summary_final%20\(190111\).pdf](http://www.mertonunitynetwork.org.uk/Docs/MUN%20summary_final%20(190111).pdf)
14. **CONTACTS**
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1. Plan’s Thematic Reference: EDUCATION AND LEARNING

(i) Reduce the level of exclusion and fixed term and permanent exclusion

	Priority Action Reference: 6.1.8 – (i); a-e	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Reduce the high exclusion and expulsion rates among BAME children, for example, use of Social and Emotional Aspects of Learning (SEAL) Curriculum.</p> <p>b Create opportunities at community centres to integrate excluded children.</p> <p>c Provide awareness training in exclusion procedures to governors and teachers and encourage active membership of parents as governors.</p> <p>d Provide projects for young people which encourage and inspire higher education.</p> <p>e Create more advocacy groups, such as the Communities Empowerment Network, to assist parents whose children are going through the school exclusion process.</p>	<p>LBM/MUN/BMEF Youth Inclusion Grp. LBM/MUN/BMEF</p> <p>LBMCEqS/ Ref:63 CYPP 2010-11p. 43</p>		The CYPP receives a request to agree a set of related priorities for 2011-12.

(ii) Increase positive representation and action

	Priority Action Reference: 6.1.8 – (ii); a-e	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a 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.</p> <p>b Greater recruitment of BAME teaching staff within schools in Merton and support of staff once recruited.</p> <p>c 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.</p> <p>d Provide black representatives in schools as role models, i.e. as teachers, board of governors and mentors.</p> <p>e Improve educational prospects for Gypsy and travelling children.</p>	<p>LBM/MUN/ BMEF/South Thames College/ Police</p> <p>LBMCEqS/43, 71 Volunteer Strategy</p>		The CYPP receives a request to agree a set of related priorities for 2011-12.

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1. Plan’s Thematic Reference: EDUCATION AND LEARNING

(iii) Improve educational attainment

	Priority Action Reference: 6.1.8 – (iii); a-i	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Provide and promote supplementary education; encourage educational ethos among BAME communities, e.g. support for the establishment of BAME Saturday schools.</p> <p>b Provide specialist and innovative activities to improve attainment for young people.</p> <p>c 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).</p> <p>d Greater use of teaching materials with BAME perspective.</p> <p>e Provide workshops, sessions and activities in schools to support BAME males in dealing with issues of selfworth and masculinity which is especially important in Key Stage 3 and 4.</p> <p>f Review programmes such as Black Boys Can and Generating Genius to disseminate lessons learnt.</p> <p>g Ensure any pupil premium, disadvantage subsidy distribution data is broken down into pupil ethnicity and is easily accessible.</p> <p>h Ensure that the target to reduce gap in attainment between lowest 20% and the median is met</p> <p>i Ensure reporting in schools of racial incidents.</p> <p>NB: books written by BAME writers, inclusion of BAME efforts in historical events such as WW1 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>	<p>LBM/MUN/ BMEF/ South Thames College</p> <p>LBMCEqS/66, 67 CYPP 2010-11 ? CYPP 2010-11 ?</p>		<p>The CYPP receives a request to agree a set of related priorities for 2011-12.</p>

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1. Plan’s Thematic Reference: EDUCATION AND LEARNING

(iv) Improve access to learning information and support

	Priority Action Reference: 6.1.8 (iv) a-e	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Improve access to information, such as ethnicity breakdown of school admissions and pupil survey.</p> <p>b 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.</p> <p>c Use of local town and community centres and business establishment to disseminate information and provide support.</p> <p>d Provide outreach work to ensure engagement and access to learning resources, for example for those not in employment, education and training (NEET).</p> <p>e Encourage 'learning for life', through appropriate agencies</p>	<p>LBM/MUN/ BMEF/ South Thames College Chamber of Commerce, Job Centre Plus Adult education</p> <p><u>LBMCEqS/56</u></p>	<p>LBMCEqS/56,</p>	<p>The CYPP receives a request to agree a set of related priorities for 2011-12.</p>

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

2. Plan's Thematic Reference: HEALTH AND WELL-BEING

(i) Provide coordinated service planning and delivery

Priority Action Reference: 6.2.8 (iv) a-e	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
<p>a 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.</p> <p>b Develop Merton Unity Network's (MUN) Peer Support Network (PSN) Health sub-group to improve support to BAME VCOS and their clients.</p> <p>c 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.</p> <p>d 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.</p> <p>e Establish meaningful working relationship within a local 'health partnership'; with BAME VCOS effectively utilised and supported, as partners, to:</p> <p>e1 Promote healthier lifestyles.</p> <p>e2 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).</p> <p>e3 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).</p>	<p>MUN/PSN NHSSM MUN/PSN/ BAME VCOS LBM/ NHSSM MUN/PSN/ BAME VCOS St George's NHS/LINK (Merton)</p> <p>LBMCEqC/Ref: 56, 57, 58</p> <p>NHSSM/EqS/Ref: Obj. 1a, 1b, 4b, 5a, 5b</p>		LBM/NHSS&M receive a request to agree a set of related priorities for 2011-12.

(ii) Provision of information that is widely disseminated and acted upon

Priority Action Reference: 6.2.8 (ii) a-i	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
<p>a Improve 'local health data sharing' and obtain a continual dialogue between BAME organisations and health agencies, through MUN/PSN and other 'Health Partnerships'.</p> <p>b BAME VCOS to host regular joint health workshops and adopt a joined up working approach to health promotion and prevention.</p> <p>c Create education initiatives to raise awareness of conditions/ diseases</p>	<p>MUN/ PSN/ NHSSM/ relevant BAME VCOS/LINK (Merton)</p>		NHSS&M receive a request to agree a set of related priorities for 2011-12

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

2. Plan’s Thematic Reference: HEALTH AND WELL-BEING

<p>d 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).</p> <p>e 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.</p> <p>f NHSSM to provide in JSNA data an analysis of needs of individual communities in local areas.</p> <p>g 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.</p> <p>h 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.</p> <p>i Set milestones to considerably decrease racial health inequalities.</p>	<p>NHSSM/EqS/Ref: Obj. 1a, 1b, 2a, 4b, 5a, 5b, 6b</p>	
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(iii) Develop cultural competence. Ensuring service provision reflect the demographics of the borough

	Priority Action Reference: 6.2.8 (iii) a-e	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a 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> <p>b Create education initiatives to raise awareness of cultures/ communities; in particular, understanding the implications for those who rely on their own communities for care.</p> <p>c Establish a pool of trained cultural health advisers; educating local individuals for outreach into diverse communities</p> <p>d Support local groups to act as a bridge to improve access to services; ensure outreach in certain geographical areas.</p> <p>e Joint Strategic Needs Assessment (JSNA) to ensure that commissioned services are tailored to local demographic needs.</p>	<p>NHSSM/ MUN/PSN/ BAME VCOs NHSSM/ MUN/PSN</p> <p>NHSSM/EqS/Ref: Obj. 1a, 1b, 4a,4b</p>		<p>NHSS&M receive a request to agree a set of related priorities for 2011-12</p>

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

2. Plan’s Thematic Reference: HEALTH AND WELL-BEING

(iv) Effectively challenge health inequalities to ensure services are inclusive and policies representative of the local communities

	Priority Action Reference: 6.2.8 (iv) a-e	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Lobby and support community-led campaigns to challenge health inequalities and raise awareness.</p> <p>b Inform communities about their rights and how to ensure they are supported by services and legislation, e.g. Community Development Health Courses by NHSSM.</p> <p>c Challenge through legal duty; the use of Equality Impact assessments; Equality Schemes, relevant policies and procedures.</p> <p>d 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.</p> <p>e Race equality to be a target against which outcomes are measured.</p>	<p>MUN/PSN MUN/PSN NHSSM/ BAME VCOs MUN/PSN LBM NHSSM/LINK (Merton)</p> <hr/> <p>NHSSM/EqS/Ref: Obj. 1a, 4b, 5a, 5b, 6a, 6b</p>		<p>LBM/NHSS&M receive a request to agree a set of related priorities for 2011-12</p>

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

3. Plan’s Thematic Reference: HOUSING AND REGENERATION

(i) Improve access to housing

	Priority Action Reference: 6.3.8 (i) a-d	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Develop MUN’s Peer Support Network Housing sub-group i.e. establish BAME VCO Housing Partnership with LBM, Housing Association reps and BAME VCOs.</p> <p>b 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.</p> <p>c Develop cross-borough partnerships to enhance asylum housing options/systems; undertake needs analysis, research to get clearer understanding of the numbers and issues.</p> <p>d 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.</p>	<p>MUN/PSN/ LBM/ MPH</p> <p>EMHS/KP1.1 EMHS/KP1.3 EMHS/KP3.14 EMHS/KP3.21 EMHS/KP6</p>		<p>LBM & MPH receive a request to agree a set of related priorities for 2011-12</p>

(ii) Improve awareness of domestic violence and disability housing options.

	Priority Action Reference: 6.3.8 (ii) a	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Create education initiatives to raise awareness about issues/services such as domestic violence, and disability housing options, e.g. Sickle cell and Thalassaemia.</p>	<p>MUN/ LBM/ MPH</p> <p>LBMCEqS/Ref: 28 EMHS/KP2.7 EMHS/KP7</p>		<p>LBM & MPH receive a request to agree a set of related priorities for 2011-12</p>

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

3. Plan’s Thematic Reference: HOUSING AND REGENERATION

(iii) Improve access to employment and reduce social exclusion

	Priority Action Reference: 6.3.8 (iii) a-e	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Regeneration: Protection of employment land in the east of the borough and housing; for example, planning development control restriction on ‘change of use’ to safeguard local jobs.</p> <p>b Support for workforce/jobless: establishment of similar scheme to Merton Home Start. To include possible variations of childcare pooling, mentoring and buddying, skills development, development of job sharing partnerships between individuals who can jointly apply for roles; back to work schemes, etc.</p> <p>c Evaluate the proportion of BAME children living in poverty.</p> <p>d Increase opportunities for parents/carers to gain employment</p> <p>e Effect use of Section 106 for economic and sustainable development in Mitcham and Morden</p>	<p>LBM/ Chamber of Commerce/ MPH/ MVSC/MUN/ South London Learning Consortium</p> <p>MPH/CEDS/obj3 MPH/CEDS/obj6 EMHS/KP5 LBMCEqS/Ref: 24, 73, 74, 75</p>		LBM & MPH receive a request to agree a set of related priorities for 2011-12

(iv) Improve information systems

	Priority Action Reference: 6.3.8 (iv) a-c	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Develop regular housing allocation ‘Learn How it Works’ workshops/training sessions to ensure realistic expectations and understanding of the system.</p> <p>b 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.</p> <p>c Establishment of (mobile) one-stop-information-shop, for advice, helpline, one-to-one support for housing issues. Outreach work. Information in different languages.</p>	<p>LBM/ MPH / MUN/ BME Forum</p> <p>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</p>		LBM & MPH receive a request to agree a set of related priorities for 2011-12

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

3. Plan’s Thematic Reference: HOUSING AND REGENERATION

(v) Address issues of migration, community cohesion

	Priority Action Reference: 6.3.8 (iv) a-c	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Support community-led campaigns to challenge inequalities and raise awareness.</p> <p>b Awareness training: communities to know more about their rights and how to ensure they are supported by legislation.</p> <p>c Carry out work to understand the tensions from the perspective of different communities to help devise ways of diffusing</p>	<p>MUN/BME Forum/ MVSC LBM/ Police</p> <p>MPH/CEDS/obj5 EMHS/KP3.15, 18, 20; EMHS/KP4.26 EMHS/KP6</p>		<p>LBM & MPH receive a request to agree a set of related priorities for 2011-12</p>

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

5. Plan's Thematic Reference: OLDER PEOPLE

(i) Improve health/social care	Priority Action Reference: 6.4.8 (i) a-g	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
<p>a Tailored appropriate care such as care homes; catering specifically for the BAME community.</p> <p>b Ensure the myth that the BAME community always takes care of its elderly independent of statutory support is not adopted as a basis for commissioning and that appropriate support and respite are provided for those who choose this option.</p>	<p>c Information:</p> <p>c1 Greater effort to communicate sources of support, for example, to BAME carers.</p> <p>c2 New Deal for carers to be written in simple everyday language and the process to access this benefit is not surrounded by red tape.</p> <p>c3 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)</p> <p>d Provide targeted health screening sessions to the BAME elderly communities at their various organisations and clubs.</p> <p>e Dementia:</p> <p>e1 Ensure outreach work to local BAME VCOs and businesses organisations to disseminate information on dementia.</p> <p>e2 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.</p> <p>e3 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.</p> <p>e4 Ensure that current publicity and promotional materials are culturally sensitive and appropriate. BAME VCO's to be supported to assist in this endeavour.</p> <p>f Support to be given to MUN/BME Forum to work with BAME VCOs to deliver a health awareness day.</p> <p>g Ensure that a dementia strategy is delivered and implemented.</p>	<p>LBM Carers agencies LINK (Merton)</p> <p>LBM/REqC Ref: 56, 58, 67</p> <p>Carers' agencies/ BAME VCOs LBM/ BME forum MVSC; VCM/ Age Concern NHSSM/BAME VCOs</p> <p>Community Plan 2009-2019, ch. 10</p> <p>NHSSM/LBM NHSSM/LBM MUN/BMEF/ BAME VCOs MUN/BMEF NHSSM/LBM/ BAME VCOs</p> <p>Community Plan 2009-2019, ch. 10</p>		<p>LBM receives a request to agree a set of related priorities for 2011-12.</p> <p>LBM/NHSSM receives a request to agree a set of related priorities for 2011-12.</p>

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

5. Plan's Thematic Reference: OLDER PEOPLE

(ii) Provision of culturally appropriate intergenerational services

	Priority Action Reference: 6.4.8 (ii) a-d	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Provision of activities that ensure the participation of young and older people</p> <p>b Provision of activities that encourage better communication and understanding between older and younger generations</p> <p>c 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.</p>	<p>LBM/MUN/PSN NHSSM/LBM NHSSM/LBM</p> <p>Com. Plan 2009-2019 ch.10</p>		LBM/NHSSM receive a request to agree a set of related priorities for 2011-12

(iii) Greater opportunities for socialising – particularly among peers

	Priority Action Reference: 6.4.8 (iii) a-c	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Ensure the provision and sustainability of day centres which promotes culturally sensitive and appropriate facilities, such as Taylor Road.</p> <p>b Develop and promote collaborative working in the development of joint activities for older people.</p> <p>c Develop cross-cultural activities to promote cultural heritage and community cohesion.</p>	<p>LBM MUN/BMEF/PSN VCM</p>		LBM receives a request to agree a set of related priorities for 2011-12.

(iv) Recognition of older people contribution

	Priority Action Reference: 6.4.8 (iv) a-b	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Ensure support is given to older people towards their assistance in developing the family structure, ie caring for grandchildren.</p> <p>b Campaign and lobby for financial assistance to be given to grandparents to provide childcare for their grandchildren.</p>	<p>LBM/NHSSM /BMEF</p>		LBM/NHSSM receive a request to agree a set of related priorities for 2011-12

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

6. Plan’s Thematic Reference: CHILDREN AND YOUNG PEOPLE

(i) Bridge the gap between generations and community, and reduce the intergenerational cycle of poverty

Priority Action Reference: 6.5.8 (i) a-f	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
<p>a Develop relations between MUN’s Peer Support Network Young People & Older people sub-groups through joined up work programmes and related activities.</p> <p>b Develop media project for young people that involves heritage/ bridging the age/geographical gap.</p> <p>c Create education initiatives to raise awareness about young people issues/services.</p> <p>d Develop Peer/Family Learning Projects.</p> <p>e Create and promote opportunities for intergenerational interaction and engagement through use of local community centres.</p> <p>f Develop initiatives to impact upon child poverty, e.g. employability schemes, housing and environment improvement, benefits advice, parenting skills.</p>	<p>MUN/PSN LBM/BAME VCOs</p> <p>LBMCEqS/Ref: 22 MCPSAP/obj4 MCPSAP/obj9 LBM/CEqS/Ref:24</p>		CYPP receives a request to agree a set of related priorities for 2011-12.

(ii) Support the management of the asylum process

Priority Action Reference: 6.5.8 (ii) a	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 25 January 2011
<p>a Work with/support South London Refugee Association and other BAME VCOs to develop their programme for support to young people.</p>	LBM/PSN/SLRA		

(iii) Widen and promote Youth Parliament representation; involvement in democratic process

Priority Action Reference: 6.5.8 (iii) a-f	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
<p>a Ensure full representation of BAME communities, for example, ensuring that young asylum seekers are not excluded.</p> <p>b Young people to know more about their rights and how to ensure they are supported by legislation.</p> <p>c Work with/support LB Merton to develop engagement and mentoring programme for Youth Parliament, seeking representatives from currently unrepresented socio-</p>	<p>LBM – Youth Service MUN/VCM</p> <p>LBMCEsqS/Ref: 24</p>		CYPP receives a request to agree a set of related priorities for 2011-12.

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

6. Plan's Thematic Reference: CHILDREN AND YOUNG PEOPLE

	Priority Action Reference: 6.5.8 (iii) a-f	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	economic, ethnic, geographical groups. d Produce incentive/development packages for representatives to encourage involvements -e.g. volunteering to gain experience.	MCPSAP/Obj7		

(iv) Remove barriers to development

	Priority Action Reference: 6.5.8 (iv) a-f	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	a Race equality to be a target against which outcomes are measured. b 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 c Support community-led campaigns to challenge inequalities and raise awareness, for example teaching and research in regard to heritage, intergenerational work, ethnic group inequalities. d Work in partnership to develop recreational activities, which allows participation and enables inclusion. e Cultural appropriate projects aim to develop job skills, bring language support into homes, develop parenting skills, counselling, help with homework, etc. f Court diversion schemes, establish for young people.	All LBM/ South Thames College/ BME Forum BME FORUM/ PSN Schools All BME Forum/ PSN Schools YOT		CYPP receives a request to agree a set of related priorities for 2011-12.

(v) Improve central networking

	Priority Action Reference: 6.5.8 (v) a-c	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	a Provision and sharing of ethnicity data to effectively identify needs and make meaningful change to improve the life chances of BAME young people. b Develop MUN's Peer Support Network Young People sub-group to improve networking and sharing of information, resources, knowledge, skills, expertise etc. c Develop buddying/mentoring programme for refugees/ asylum seekers and other young people or young and old people. Big brother and Big Sister type project.	All LBM/BME FORUM/PSN/ Merton Connected MCPSAP/obj7		

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

6. Plan’s Thematic Reference: UNEMPLOYMENT, SKILLS AND ENTERPRISE

(i) Improve support to BAME organisations

	Priority Action Reference: 6.6.8 (i) a-f	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Greater support to BAME start up businesses, through training, sign posting to relevant statutory bodies, businesses and organisation that can assist.</p> <p>b Provide more business support from professionals (i.e. from 5 yrs onwards in business).</p> <p>c 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.</p> <p>d Interest free loans set up to curb economic issues.</p> <p>e BAME VCOs to be supported to research and analyse the gap left by the closure of BAME organisations</p>	<p>LBM/ Chamber of commerce/ BMEF</p> <p>MCPSAP/obj4</p>		<p>SCTP receives a request to agree a set of related priorities for 2011-12.</p>

(ii) Improve training and development

	Priority Action Reference: 6.6.8 (ii) a-f	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Provision of training to address skills imbalance and reduce skills gaps so that BAME communities can compete.</p> <p>b Develop and promote training opportunities – awareness of commissioning events and training</p> <p>c Develop training and comprehensive support systems specific to clients’ needs. Open invitations to wider groups and networking.</p> <p>d Training provided for trainers</p> <p>e Provide skills session; to develop soft skills, which “open doors”.</p> <p>f Work in partnership to produce and utilise a programme of social enterprise support targeted at the most deprived communities</p>	<p>MUN/JCPlus/Mert on Chamber of Com</p> <p>LSC/Adult education/ South Thames College/ MUN/ BME Forum</p> <p>LBM/ South London Learning Consortium</p> <p>MCPSAP/obj4 LBM/CEqS/Ref: 16</p>		<p>SCTP receives a request to agree a set of related priorities for 2011-12.</p>

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

6. Plan’s Thematic Reference: UNEMPLOYMENT, SKILLS AND ENTERPRISE

(iii) Access to local commissioning services

	Priority Action Reference: 6.6.8 (iii) a-c	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Develop a solution to ensure access to local commissioning.</p> <p>b Develop cultural competencies and awareness of services, in training on how to bid and procure services</p> <p>c Provide fair contracts for local businesses.</p>	<p>MUN/MVSC; VCM/ LBM/ Chamber of Commerce/ BAME VCOs LBMCEqS/Ref:16</p>		<p>SCTP receives a request to agree a set of related priorities for 2011-12.</p>

(iv) Increase representation of BAME groups/communities at all levels of employment

	Priority Action Reference: 6.6.8 (iv) a-e	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Educating local employers on the benefits of using local labour and increase representation at all levels of employment; especially under-represented Asian groups in local statutory employment..</p> <p>b Encourage networking at all levels. Providing up to date information on job opportunities.</p> <p>c Provide the correct information in the right places. Knowing what’s out there and making informed choices.</p> <p>d 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.</p> <p>e 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>	<p>All lead agencies on employment JCPlus Chamber of Commerce/ MUN/ BMEF/BAME VCOs LBMCEqS/Ref: 16</p>		<p>SCTP receives a request to agree a set of related priorities for 2011-12.</p>

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

7. Plan’s Thematic Reference: SAFER, STRONGER AND SUSTAINABLE

(i) Improve community engagement

	Priority Action Reference: 6.7.8 (i) a-h	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a Statutory agencies to engage with BAME groups and involve them in developing policies; a duty to involve.</p> <p>b 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.</p> <p>c Partnership working in getting people involved in decision making processes.</p> <p>d Provision of language skills for BAME groups to help them participate and to compete.</p> <p>e Support for BAME VCOs to provide capacity to identify better ways of involving communities in local decisions.</p> <p>f Encourage communities to participate in national census 2011.</p> <p>g Co-ordinate BAME groups and get them involved in participating in civic life.</p> <p>h Support multi-cultural activities and promote multi-faith dialogue in schools and colleges.</p>	<p>Merton Partnership LBM/BMEF/ BAME VCOs/ MVSC</p> <p>LBMCEqS/Ref: 19, 20, 21, 73, 74, 75, 78</p>		<p>SCTP receives a request to agree a set of related priorities for 2011-12.</p>

(ii) Improve effectiveness and access

a. Influencing change

	Priority Action Reference: 6.7.8 (ii) a-c	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a MUN/BME Forum to explore the statistical data presented to date to identify hidden communities; who are not included in deprivation indices and not accessing services.</p> <p>b VCOs to work collaboratively to become more astute about gaining funding.</p> <p>c BAME VCOs to plan for a move from grant based to commissioned services.</p> <p>d Hold a series of roundtable meetings; the LSP and thematic groups to address issues relating to barrier of access.</p>	<p>MUN/BMEF/LBM MUN/PSN/ MVSC; VCM Merton Partnership</p>		

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

7. Plan's Thematic Reference: SAFER, STRONGER AND SUSTAINABLE

b. Mapping of activities

	Priority Action Reference: 6.7.8 (i) a-h	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>e Work in partnership with LBM, MVSC, etc., to improve collection of data to ensure differing service needs are met.</p> <p>f BAME VCOs to be supported to research and analyse the gap left by the closure of BAME organisations.</p> <p>g 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 emphasise their role in promoting community cohesion which can bring people together and reduce isolation.</p> <p>h Improve service co-ordination and planning for BAME VCOs.</p>	<p>MUN/BMEF/ MVSC/VCM/ LBM MUN/BMEF/ PSN/MVSC/ BAME VCOs MUN/BMEF</p> <p>[BMCeqS/Ref:1-4]</p>		SSP receives a request to agree a set of related priorities for 2011-12.

- c. Marketing initiatives**] Applicable to VCOs
d. Capacity building]

(iii) Reduce fear of crime and tackle race crime effectively

	Priority Action Reference: 6.7.8 (iii) a-c	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
	<p>a 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.</p> <p>b VCOs to be supported in their diversion work.</p> <p>c Promote 'Hate Line' and encourage BAME VCOs to keep and forward data to appropriate bodies.</p> <p>d Improve through training, the knowledge base of BAME organisations in order to tackle race crime effectively.</p> <p>e Create a systematic approach involving statutory organisations to tackling race crime.</p> <p>f Ensure impact assessments are key aspects of Merton Community Cohesion strategy.</p> <p>g Monitor and assess services that inadvertently reduce cohesion, eg land use, transparent use of Section 106.</p>	<p>MUN/BMEF/ PSM/MIPH/Safer Merton LBM/Police/ BAME VCOs/EMC</p> <p>HCrimeStg/Obj.1,2</p> <p>MUN/LBM/ Police/ Safer Merton</p> <p>HCrimeStg/Obj.1,2</p>		SSP receives a request to agree a set of related priorities for 2011-12.

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BAME PLAN PRIORITIES FOR 2011-12 – SCHEDULE OF PROGRESS

7. Plan's Thematic Reference: SAFER, STRONGER AND SUSTAINABLE

(iv) Address the concerns that some BAME communities do not feel that people are getting on together

Priority Action Reference: 6.7.8 (iv) a-f	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
<p>a Carry out work to understand the tensions from the perspective of different communities to help devise ways of diffusing these difficulties.</p> <p>b BAME VCOs to be supported to develop interventions and group activities that can bring communities together.</p> <p>c Develop opportunities for people to discover positive aspects of fellow communities. e.g. VCO mentoring schemes support across ethnic groups</p> <p>d Support community activities that allow groups to work together to meet pressing needs and put aside historical tensions.</p> <p>e VCOs to be supported so they can continue day to day social cohesion work, building social capital which helps communities help each other.</p> <p>f BAME VCOs to work collectively, across communities; sharing resources to strengths and overcome issues.</p>	<p>LBM/MUN/EMC LBM/MVSC/ BAME VCOs and other partners</p> <p>HCrimeStg/Obj.1,2</p>		SSP receives a request to agree a set of related priorities for 2011-12.

(v) Work to assess and fill the gap in specialist service provision for BAME communities

Priority Action Reference: 6.7.8 (v) a-c	Agencies & Strategies/Plans	Timescale 2011-12	Progress at 16 March 2011
<p>a Research and analyse gap left by the closure of BAME organisations and identify capacity to address these, e.g MREP.</p> <p>b 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.</p> <p>c Promote the work of Recommendation 61: Stop and Search Monitoring Group.</p>	<p>MUN/LBM/Police/ Victim Support Merton MUN/PSN/Safer Merton/Policing partnership Rec.61Grp/ Police HCrimeStgy/Obj.3 B &4</p>		SSP receives a request to agree a set of related priorities for 2011-12.

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