

# Merton Council

## Joint Consultative Committee with Ethnic Minority Organisations Agenda

### Membership

#### Councillors:

Adam Bush  
Fidelis Gadzama  
Abdul Latif  
Edith Macauley MBE (Chair)  
Marsie Skeete

#### Substitute Members:

Joan Henry

#### Ethnic Minority Organisations

African Educational Cultural & Health Organisation (AECHO)  
Ahmadiyya Muslim Association  
Asian Diabetic Support & Awareness Group  
Asian Elderly Group of Merton  
Asian Youth Association  
Bangladeshi Association of Merton  
(Deputy)  
Bengali Association of Merton (Deputy)  
Bengali Women's Association of Merton  
British Muslim Association of Merton  
Ethnic Minority Centre  
Euro Bangla Federation (Deputy)  
London South West Chinese Community Association  
Merton African Organisation  
Merton Somali Community  
Merton Unity Network  
Mitcham Filipino British Association  
(Deputy)  
Morden Citizen's Advice Bureau  
Pakistan Cultural Association of Merton & Wandsworth  
Pakistan Welfare Association  
(Deputy)  
Positive Network  
South London Somali Community Association  
South London Tamil Welfare Group  
Victim Support Merton and Sutton  
Wimbledon Mosque

Revd Mrs H Neale  
Mr S Ahmad  
Mrs N. Shah  
Mr M S Sheikh  
Mr T Hassan  
Mr. N. Islam  
Mr J Choudhury  
Mr M Rahman  
Mrs M Ahmed

Mrs Sabitri Ray /Mr A Savage  
Mr Q Anwar  
Ms L Saltoon  
Mr C J Lusack  
Mr A. Ali  
Ms P Anderson  
Ms A Colquhoun  
Ms C Batallones  
Ms J Gillies  
Mr M A Shah  
Mr S U Sheikh  
Mr Rizvi  
Ms G Salmon  
Mr A Musse  
Dr P Arumugaraasah  
Mr S Vukalic  
Mr Z Khan

**Date: Wednesday 10 December 2014**

**Time: 7.15 pm**

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

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

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

# Joint Consultative Committee with Ethnic Minority Organisations Agenda

## 10 December 2014

- |    |  |         |
|----|--|---------|
| 1  | Declarations of interest   |         |
| 2  | Apologies for absence  |         |
| 3  | Minutes of meeting held 24 September 2014  | 1 - 4   |
| 4  | Matters arising  |         |
| 5  | Fire Safety - Stewart Brown, Crew Manager, London Fire Brigade                             |         |
| 6  | Community Drug Service for South London - Abayeh Savage, Esther Reusse and Monika Michalik | 5 - 16  |
| 7  | Police update - Chief Inspector Mark Lawrence  | 17 - 20 |
| 8  | Employment Skills update - Joyce Ogunade, LBM Future Merton                                |         |
| 9  | Public Health Annual Report - Kay Eilbert, LBM Director of Public Health                   | 21 - 30 |
| 10 | BAME Voice update - Kate Herbert, LBM Head of Policy, Strategy and Partnerships            | 31 - 40 |
| 11 | Feed back from the Safer Neighbourhood Board - Abayeh Savage                               |         |
| 12 | Any Other Business   |         |

### Note on declarations of interest

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

# Agenda Item 3

## **JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS 24 SEPTEMBER 2014**

(19.15 - 21.00)

**PRESENT** Councillor Adam Bush, Councillor Abdul Latif and Councillor Marsie Skeete, Councillor Joan Henry

Mr Edward Maliki (in the Chair), Mr Motiur Rahman, Mr Abayeh Savage, Dr P Arumugaraasah, Mr Safet Vukalic, Mr Bawan Allan, Ms Gracia Kabongo, Mr Zia Khan, Mr Jerry Hall, Mr A Hadi,

Evereth Willis, Equality and Community Cohesion Officer

### 1 DECLARATIONS OF INTEREST (Agenda Item 1)

None.

### 2 APOLOGIES FOR ABSENCE (Agenda Item 2)

Apologies were received from Cllr Macauley, Cllr Gadzama, Ms Colquhoun and Mr Islam.

### 3 MINUTES OF THE MEETING HELD 18 JUNE 2014 (Agenda Item 3)

The minutes were agreed

### 4 MATTERS ARISING (Agenda Item 4)

A correction was noted on page 5 – delete ‘and p’. It was suggested that in future the Police statistics on page 3 should include numbers and percentages. Requests were made for a presentation on the review of the new Policing model, more information about Asian households being targeted for burglary and what is being done to recruit Muslim Police Officers.

### 5 CONNECTING COMMUNITIES - ALZHEIMER'S SOCIETY (Agenda Item 5)

Bawan Allan from the Alzheimer's Society gave an update on the work being done on Dementia in the borough. He gave details of the Understanding Dementia booklet and asked for feed back from the JCC representatives and encouraged them to discuss the booklet with their communities. He also provided details on the Dementia Hub (which was launched in June) and the Dementia Action Alliance.

Mr Allan encouraged the representatives to join the Dementia Action Line. His colleague Ms Gracia Kabongo gave an overview of the Dementia Café that is being launched on 25 October and encouraged carers to attend. The café is targeting the BAME community who are some times reluctant to seek help. Therefore referrals from the BAME community are actively encouraged.

## 6 INDIVIDUAL ELECTORAL REGISTRATION (Agenda Item 6)

Tim Revell, Interim Head of Electoral Services gave an update on the recent changes to the voter registration system and stressed the urgent need to get more people registered.

The new system went live on 10 June and moved to a system of individual registration instead of household registration. Registration can be done online or in paper form. Electoral Services need help in getting people registered. Currently 150,000 are registered to vote in Merton.

Electoral Commission research thinks that 6 to 8 million people are missing from the register. Canvassers will be sent out in October to encourage people to register. Young people and BAME residents are more likely to be missing from the register. There are also differences between groups as Indians have higher registration rates than Pakistani or Bangladeshi residents and Black Caribbean have higher rates than African households.

Mr Revell encouraged the representatives to encourage members of their communities to register to vote. He suggested that the organisations include Individual Registration information in their newsletters.

**Questions** – It was suggested that fear sometimes deters people from registering because they do not know how the information is going to be used. Mr Revell clarified that only names and addresses are published on the register.

Does everyone have to vote and if you voted in the Council elections in May 2013 will they still be registered to vote? Mr Revell suggested that people get in touch with electoral registration to check.

What is the simplest way to get registered because not everyone wants to register online? Registration may be online or in paper form.

Mr Revell informed the meeting that 21000 people have been written to who are missing from the register and were not automatically transferred. The register can't be used for marketing purposes.

7 BLACK, ASIAN AND MINORITY ETHNIC (BAME) VOICE UPDATE (Agenda Item 7)

Kate Herbert, Head of Policy, Strategy and Partnerships updated the meeting on progress to date in developing the Black, Asian and Minority Ethnic (BAME) Voice in Merton. A meeting was held at the Positive Network Centre on 9 September to engage the wider community.

There was discussion about the JCC's role and the need for a mechanism for less formal input from the BAME community. Ms Herbert informed the meeting that another community meeting will be held early November to take forward the discussion of 9 September.

It was noted that the September meeting lacked Asian representation and JCC representatives were encouraged to attend the next meeting and promote it to members of their communities.

8 HUMAN RESOURCES PRESENTATION ON LONDON BOROUGH OF MERTON'S SENIOR MANAGEMENT PROFILE (Agenda Item 8)

Dean Shoesmith, Joint Head of Human Resources (HR) and Kim Brown, Joint Head of Policy Development presented details of Merton's Senior Management Profile. Bench marking data taken from other London boroughs show that Merton is slightly above the median with 15.7% of senior officers being from a BAME background.

Good progress has been made over the last 2 years increasing from 11.1% to 15.7%. It is recognised the data shows that the senior management BAME profile is not representative of the community. However due to financial constraints recruitment is restricted so actions have been geared internally to increase opportunities to progress. A Leadership and Management Development programme has been commissioned the content of which is designed to increase the capacity, knowledge and skills of the workforce to enable them to progress in they Council.

In response to a question about what the workforce target is based on Mr Shoesmith clarified that the council aims to be representative of the borough's community.

A question was asked about how Merton compares to neighbouring boroughs, Mr Shoesmith replied that the top performer is Brent (27%) and the worst in Richmond (2.9%).

Resolved: Mr Shoesmith to send details of neighbouring borough profiles to Evereth Willis for circulation to the JCC.

9 FEED BACK FROM THE SAFER NEIGHBOURHOOD BOARD (Agenda Item 9)

Mr Abayeh Savage gave an update on the Safer Neighbourhood Board (SNB). He stressed the importance of the JCC members giving him information to report to the SNB.

Mr Savage gave details of the funding that is available and encouraged JCC representative organisations to apply.

The first Face the People meeting was held on 23 September and had a low level of BAME residents in attendance. Mr Savage encouraged people to attend in the future to voice their concerns and to give him any issue that they wished to have raised at the SNB. He stressed that it was particularly important for community leaders to attend the meetings.

He also informed the meeting that the Police would soon have body cameras.

10 ANY OTHER BUSINESS (Agenda Item 10)

None.



## Integrated Substance Misuse Recovery Partnership

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Abayeh Savage – BAME advice and information officer  
Esther Reusse – Family support co-ordinator  
Monika Michalik – Counsellor for Polish community



South West London and St George's  
Mental Health NHS Trust



# ***Community Drug Service for South London***

***Works in Partnership with  
South West London & St Georges  
Mental Health NHS Trust***







## History of the project

CDS is a voluntary charity organisation founded in 1990. It comprises of 3 drug and alcohol projects:

- Recovery Team for Sutton (Wallington)
- Recovery Team for Merton (Wimbledon)



## Recent changes

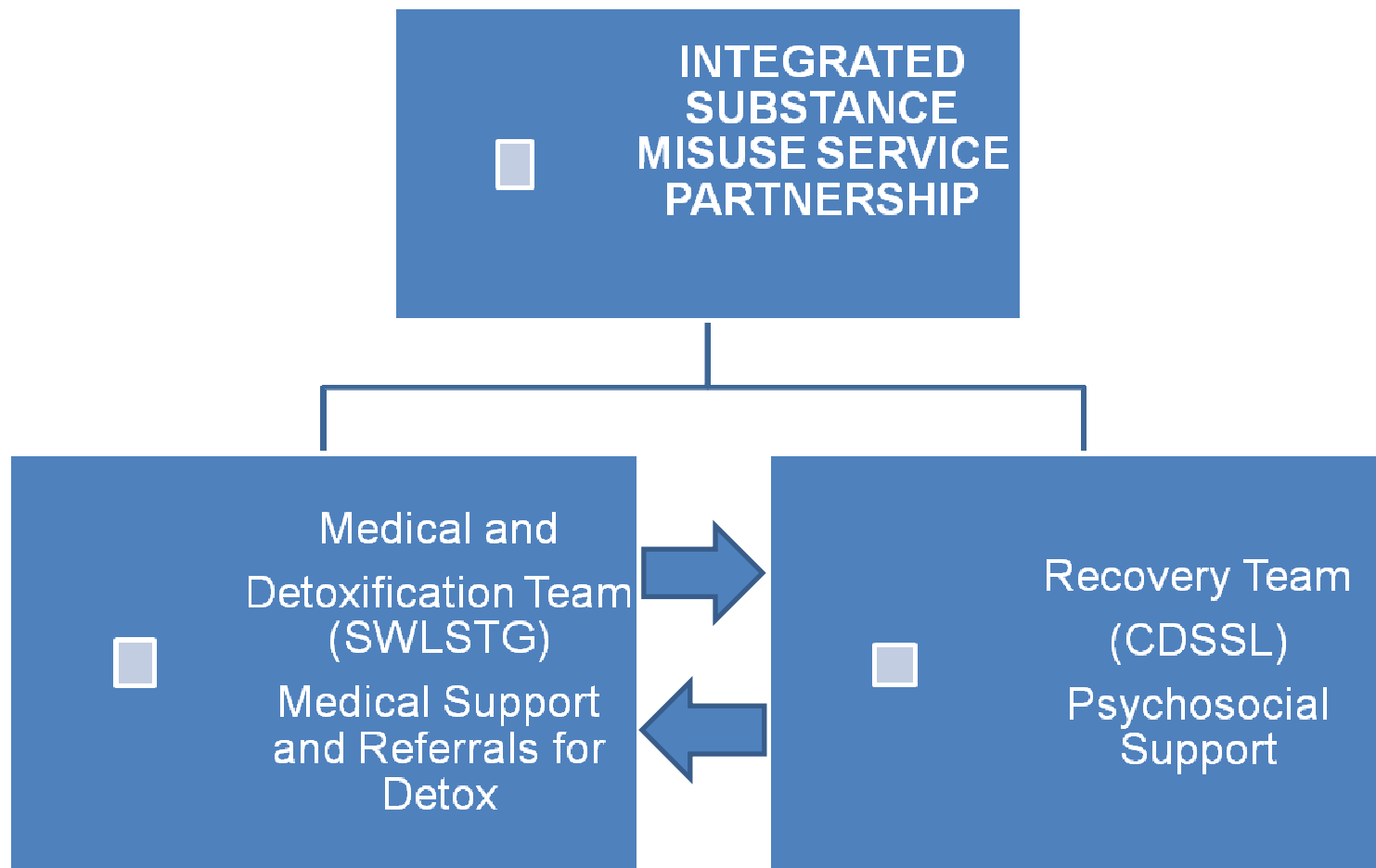
Starting from April 2013, CDSSL entered into partnership with St George's Trust, sharing provision of services covering alcohol and drugs support in the borough of Sutton and Merton.

This is a result of successful tendering process in these two boroughs.

Within the partnership CDSSL provides all psychosocial services, while SWLSTG provides all medical services.



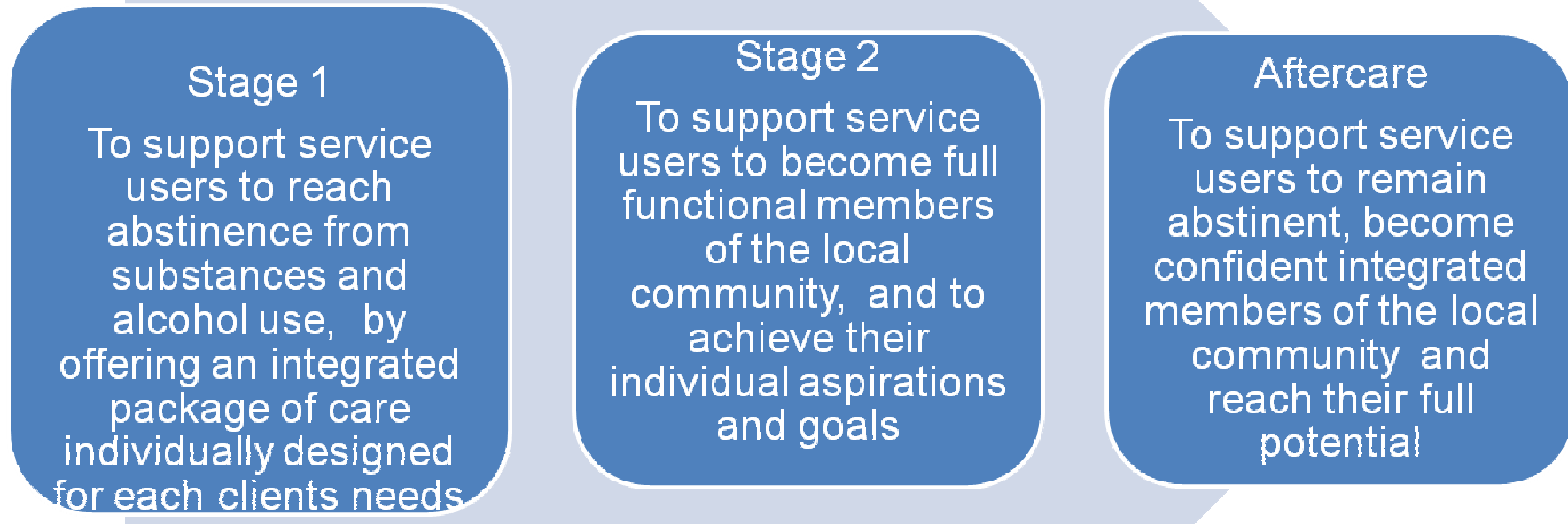
## How do we work together as a Partnership ?



## Main elements and aspirations of services

To provide an:

- *Integrated, holistic, psychosocial and medical, whole family system approach service.*
- *Full support to service users, presenting with substance and or alcohol misuse problem, residents in the borough and their carers and family members.*
- *Based on the concept of recovery capital and strong aftercare.*
- *Support to service users and their families to achieve full functionality and full integration in the local community.*



## A specialist for each substance

- Opioid specialist
- Alcohol specialists
- Stimulant misuse specialist
- Cannabis/Skunk specialist

## Reviewed Process for Assessment and allocations

- On referrals, clients passed over to the specialist worker
- The specialist worker will contact the client and will assess the client within five working days
- The specialist worker will start the clinical work in most cases on the same day of the assessment
- Results:
- Total waiting time from referral to start of clinical work a maximum of five working days



## BAME specialist duties

- Main contact or voice on issues affecting the lives of BAME individuals and communities
- Representing the BAME communities on both statutory and voluntary organisations
- Providing information, advise and representation to both BAME and non BAME clients on benefits (DWP Jobseekers, ESA, Disability & Carers'), housing issues
- Dealing with referrals from Probation, DIP, Outreach and individuals referred by families and friends
- Offer advise and support to BAME clients, friends and families on the detrimental effects of substance misuse and its impact on health, crime, social cohesion, anti-social behaviour etc.





## Counsellor for Polish community

- - support with drug and alcohol addiction management
- - support with client's social welfare – benefits applications and maintenance, housing support and referral including homelessness education and advice
- - support with the English language barriers, translations and referrals to English language courses
- - liaising with partnership organisations on behalf of clients
- - offering support to polish families and communities
- - representing polish community on various organisations forum

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## Police Update - JCC for Ethnic Minorities Meeting December 2014

### General Performance, (up to 24/11/14)

Crime Type	Offences	Difference from Previous 12 months
Total Crime	11603	-5.8%
Residential Burglary	952	-16.8%
Personal Robbery	277	-39.8%
Theft from Motor Vehicle	1093	-15.3%
Theft of Motor Vehicle	383	+32.1%
Non DA Violence with Injury	687	+17.3%
Domestic Violence with Injury	420	+31.3%

Crime overall is down. There have been some very pleasing reductions in burglary, robbery and theft from motor vehicle. Burglaries involving Asian Jewellery remain a problem but have fallen. The Merton Crime Squad has been pro-active in bringing some prolific offenders to justice. Theft of motor vehicle has risen significantly owing primarily to an increase in the theft of mopeds. Many of these are believed to have been stolen for parts. Violence is discussed later in the report.

### Hate Crime Performance, (up until 20/11/14)

Hate Flag	MPS		Merton	
	Offences	SDs	Offences	SDs
Racist and Religious	7525	28.7%	131	32.8%
Racist	7289	29.3%	114	18.4%
Faith	796	16.7%	23	47.8%
Anti-Semitic	242	14.0%	1	0.00%
Islamophobic	453	19.4%	20	55.0%

Race and religious crime is defined as any incident which is perceived to be racist by the victim or any other person, or any offence where the offender demonstrates hostility based on the victim's membership of a racial or religious group. Some crimes will be double counted, for example, some crimes are flagged as both racist and religious and therefore the sum of racist crimes and faith crimes exceeds the number of overall offences.

The data provided did not provide a comparison with last year's reported offences, however, it does appear that there has been an increase in racist and religious crime, which is partly attributable to events in Syria and increased terrorist threat levels. The data does provide a comparison in sanction detection

rates, (SDs). These show a decrease of 18.6% sanction detections for race hate crime but an increase of 38.7% for faith hate crime.

### Confidence

Confidence in policing in Merton has decreased by 2% compared to the same period last year but remains 7% higher than the MPS average. Confidence is measured through the Public Attitude Survey. This shows that people think the police are doing a better job, are more visible, more respectful and treat people more fairly. The decrease is because people in Merton perceive that crime and ASB are more of a problem than they did in the previous year.

### Satisfaction

User satisfaction is measured through the User Satisfaction Survey which is a survey of victims of crime for burglary, motor vehicle crime and violence. This has fallen by 2% in the last year. In January 2014 Merton was first in the MPS but possibly owing to an influx of new and less experienced officers, (85 since July 2013), Merton currently sits at ninth best.

The gap between white and BME victims of crime has grown. Satisfaction for white victims of crime is currently 85% compared to 76% for BME victims of crime. Merton was previously best in the MPS by a considerable margin and some months saw BME victims more satisfied than white victims. The drop is believed to be linked to violent crime where victims are not satisfied with the overall result of the criminal investigation.

### Challenges

- **Violence.** The priority for the MPS is currently offences of violence causing injury. There has been an increase across London in both domestic and non-domestic violence. There continues to be a drive to tackle domestic abuse where violence occurs and there is a new focus on non-domestic violence with injury under the banner of Operation Equinox. Operation Equinox provides the same enhanced level of primary investigation that is afforded to domestic violence, namely a statement taken from the victim at the time, photographs of all injuries and sustained efforts to identify and arrest suspects as early as possible. Operation Equinox also provides additional patrols to licensed premises and violence hotspots.
- **Local Policing Model, (LPM).** The Local Policing Model has been in place since July 2013. This saw the move away from individual ward teams to a new Neighbourhood model which retained some officers dedicated to wards but allowed remaining Neighbourhood Offices to be used more flexibly across Neighbourhood areas. Most of this new model has worked very well but as the Commissioner accepted during the Commissioner's Roadshow there are elements that didn't work as well as we had hoped. The LPM is currently under review across London. Locally we have placed Dedicated Ward Officers onto a new shift pattern

so that they are on duty at times when they are better able to engage with the public.

- **Budgets.** The MPS is well on the way to meeting the budgetary savings dictated by the last Government Spending Review. Despite this success we are not out of the woods yet and future spending reviews may see a requirement to make further efficiency savings. Planning is underway to consider what the MPS may look like if further savings are demanded by the government. Despite this the MPS accepts the challenge of policing in the 21st Century and is making significant investments in technology. It is hoped that tablet technology and body worn video will be rolled out to boroughs in the next 12 to 18 months.

Mark Lawrence  
Chief Inspector  
24/11/14

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MERTON COUNCIL

# Annual Public Health Report 2013/14

## Merton **Bridging The Gap**



The  
place  
for a  
good  
life

[merton.gov.uk](http://merton.gov.uk)



# An Invitation

To continue the journey started in November 2013 at the Merton Partnership conference, in which participants agreed

- Health inequalities between East and West Merton are unfair and unacceptable
- All Merton residents should have opportunities for a Good Life

## **The Place for a Good Life - Themes**

- The best start in life for early years and education
- Good Health – prevention and early detection of disease and management close to home
- Good Life skills and good work
- Community participation and feeling safe
- A good natural and built environment



# Merton Does Well Overall on Most Outcomes

- Good Progress is being made on early years development and education achievement
- Merton Clinical Commissioning Group is improving quality of health care
- Public Health is striving to embed prevention, working with Council colleagues to ensure healthy options are available for individuals to make healthy choices

Yet gaps persist between the East and West of Merton

# Link between Deprivation and Life Expectancy

Figure 2: Deprivation is higher in the east of Merion



Index of Multiple Deprivation in 2010:

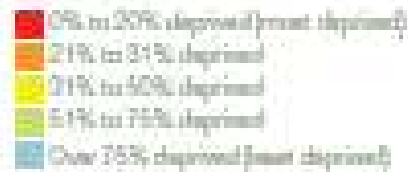
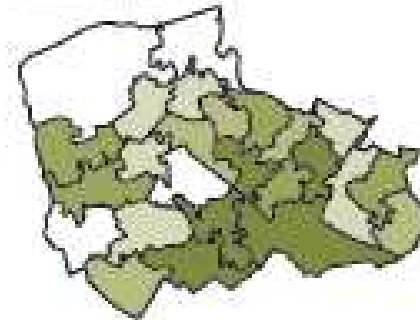
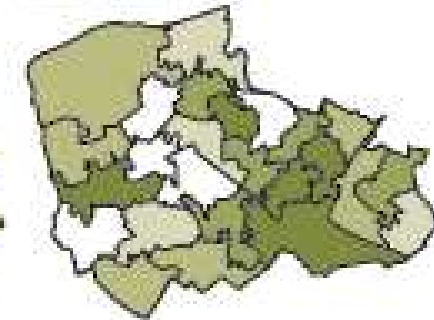


Figure 3: Good Overall Health Outcomes Despite Significant Inequality  
Residents in the West live longer than those in the East of Merion

Male life expectancy at birth, 2005 to 2010  
Index by MSA

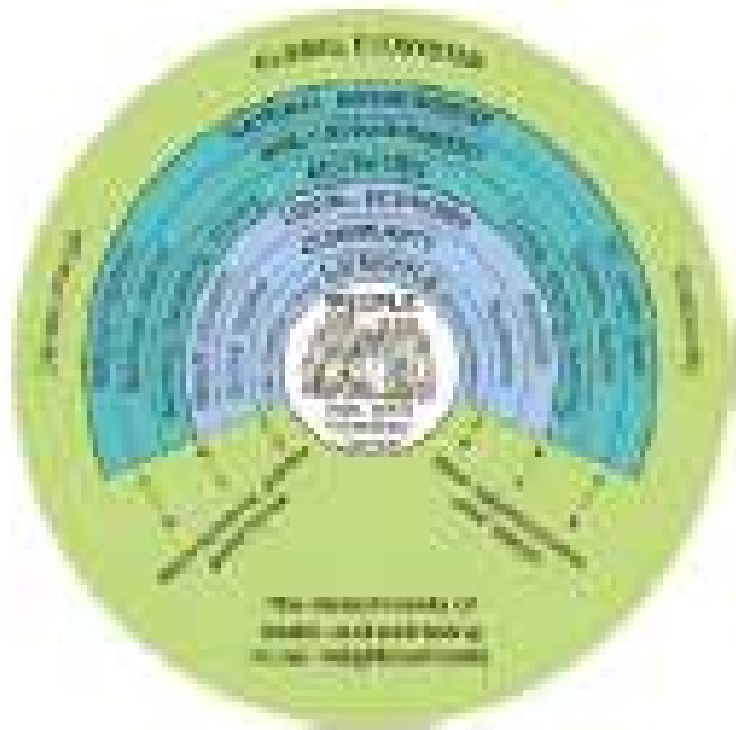


Female life expectancy at birth, 2005 to 2010  
Index by MSA

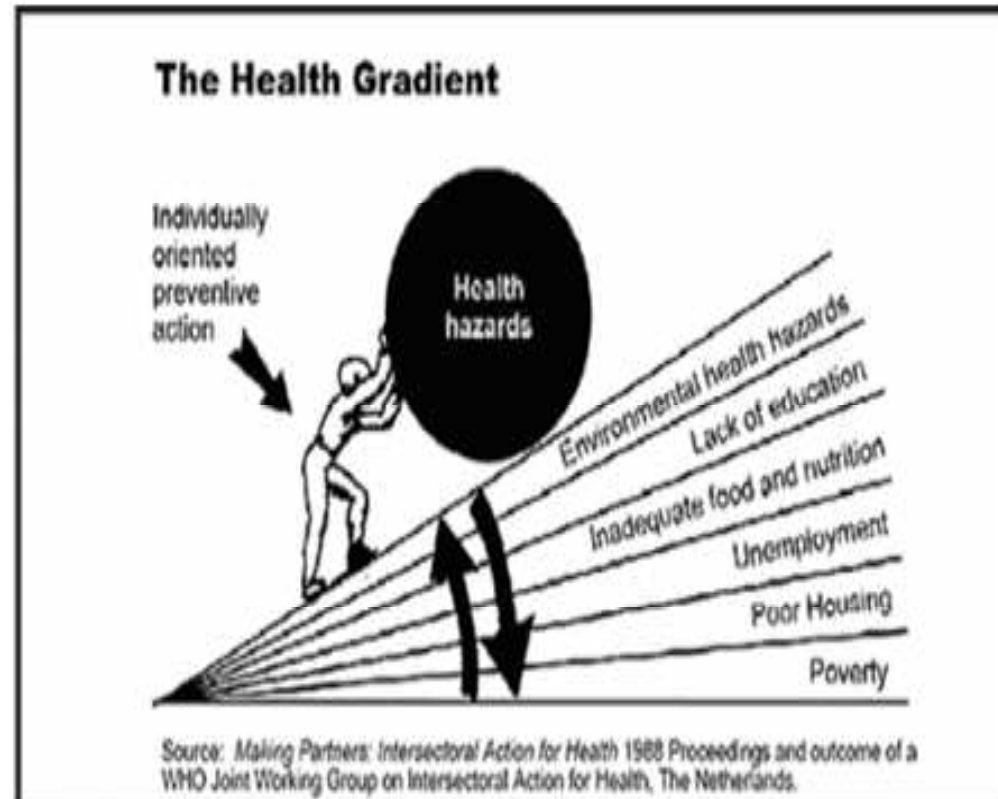


# What Creates Health

Figure 1: What determines health or healthiness or ill



Estroff and Grant, 2006 based on Whitehead and Dahlgren, 1991



# The Good Life Themes – We Want To

## Best Start in Life

Improve social and mental wellbeing of children and parents



Reduce gap in school achievement between E and W Merton

## Good Health



Make the healthy option the easy choice

Develop health services to meet needs of E Merton

Improve mental health and physical health for those with mental health conditions

# The Good Life Themes – We Want To

## Good Life Skills and Good Work    Community Participation and Feeling Safe

Reduce gaps in levels of education and of work

Increase participation in lifelong learning



Make communities safer

Improve community connectedness and cohesion

# The Good Life Themes – We Want To

## Good Natural and Built Environment

Build a healthy environment – access to green space and healthy high streets



Achieve the affordable housing and decent home targets

# The Good Life – We Want To

Recognise that these inequalities are the responsibility of us all and that we can achieve more by working together than alone

Build a strong coalition to address these inequalities

**Invite you all to take up this challenge to create a good life for all residents of Merton**



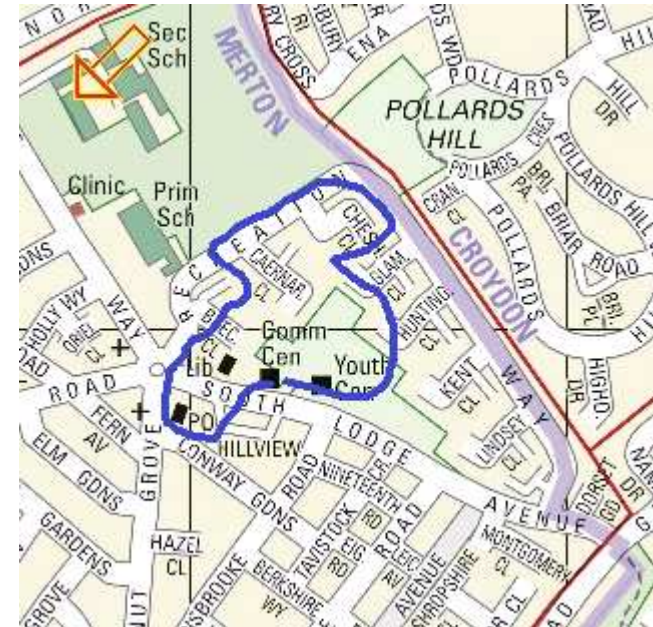
# Community Street Audit – Pollards Hill

On the route:

- Community centre and library
- Youth centre
- Pollards park and playground
- Pollards Estate
- Links to green space
- Local shops and bus stops

Working with:

- Moat housing
- Churches
- Schools
- Horizon centre
- Police





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

**Date:** 10 December 2014

Wards: All

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

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

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

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

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## Recommendations:

- A. That members of the Joint Consultative Committee with Ethnic Minority Organisations (JCC) note the Black, Asian and Minority Ethnic (BAME) voice activity that has taken place since their last meeting.
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## 1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

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

## 2 DETAILS

- 2.1. At their meeting in March 2014 the Joint Consultative Committee with Ethnic Minority Organisations considered a proposal for a project to explore concerns about capacity within the BAME voluntary sector to support BAME voice and capacity building. The JCC expressed concerns about the need for an additional piece of research, stressing that sufficient information was already available, and requested that a public meeting be called to discuss the proposed project.
- 2.2. An extra JCC meeting held on 23 July 2014 agreed that a community meeting should be held to bring together a wider group of representatives of the BAME community to seek their views on what is needed to promote BAME voice and capacity building in Merton.
- 2.3. An event was held at the Positive Network centre on 9 September 2014 and was facilitated by Carol Campayne and Paul Anthony from Diversity Practice. An update of this event was presented to the JCC held on 24 September 2014.
- 2.4. A further event was held on 11 November at the Positive Network centre and facilitated by Diversity Practice to continue the discussion on developing the BAME Voice in the borough.
- 2.5. The event was attended by 31 people who explored the following themes:

## **What are we working towards?**

In one year's time what will we have achieved as the BAME Voice?

### **Representation and full engagement**

#### **How do we ensure diverse representation -**

- Who does that include?
- Whose voices have not yet been heard?
- What can we do to make sure those voices are heard?
- What are the areas of focus that require representation (e.g. housing, crime, health etc.)?

**How do we get full engagement?** - What do we need to do to bring young people on board?

### **Services Provided**

What will we do and how will we do it?

### **Credibility and Reputation –**

What do we need to do to establish the credibility of the new entity?

- How do we establish credibility?
- Who do we need to build relationships with?
- What do we need to pay attention to?

### **Resources -**

As an organisation, what resources will the BAME Voice require?

### **What can you commitment to?**

- Membership of the steering group?

Other ways you can support establishing the BAME Voice?

2.6. The notes gathered from flipcharts and discussions of these themes are provided at Appendix I.

2.7. There was a great deal of energy, commitment and enthusiasm for developing a strategic BAME Voice. A number of commitments were made including the council agreeing to initially provide seed bed funding for two years to support the new organisation to develop an infra structure and become sustainable.

- 2.8. It was agreed that a steering group was needed to take matters forward and develop a framework and terms of reference. It was suggested that the community representatives who had worked with the council to arrange the public meetings should be part of the steering group and others be encouraged to join. The steering group members are outlined in Appendix II.
- 2.9. Those present at the event acknowledged that great effort needed to be made to increase participation from the South Asian community. All present were clear that the BAME Voice needed to be as representative and inclusive of the Merton's diverse communities as possible.
- 2.10. It was agreed to present an update to the JCC and encourage other community representatives to consider joining the steering group.

### **3 ALTERNATIVE OPTIONS**

- 3.1. Community members could choose not to take this work forward but this would lose the momentum and commitment of those involved to date.

### **4 CONSULTATION UNDERTAKEN OR PROPOSED**

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

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

- Appendix I – Notes from the BAME Voice event on 11 November 2014
- Appendix II – Steering group members

### **6 BACKGROUND PAPERS**

- 6.1. None

## Notes from the BAME Voice event on 11 November 2014

**What are we working towards?**

In one year's time what will we have achieved as the BAME Voice?

- Why have a conversation about a new structure when Merton Unity Network was not fully supported?
- Establish an independent organisation to represent BAME issues
- BAME organisation to support residents
- A BAME group established
- More stable partnerships
- Generate income – grants/sponsorship
- Website and social media
- Recognised as an organisation
- Good governance structure
- Premises/venue
- Foundations of activity
- Bring diverse communities into the new body
- Marketing and promotion

**What are the tree actions we can take immediately to make this happen?**

- Recruit volunteers with expertise and plug the skills gap where necessary
- Visibility – the organisation needs promoting – to make sure people know it is there
- South Asian community need to be engaged
- Agree mechanism/structure (Terms of reference, action plan, Individuals to lead)
- Form a committee
- Regular meetings and get all BAME involved
- Get mechanism set up and regular meetings happening
- Form committee and agree funding with the council
- Make contact with BAME groups
- Founding committee with money/resource to development
- Constitute to drive actions
- Recruit staff

**Representation and full engagement****How do we ensure diverse representation -**

- Who does that include?
- Whose voices have not yet been heard?
- What can we do to make sure those voices are heard?
- What are the areas of focus that require representation (e.g. housing, crime, health etc.)?

**How do we get full engagement?** What do we need to do to bring young people on board?

- Different communities come together in a business way
- Brought groups together; African, Caribbean, Polish, Asian
- Collaboration delivers legacy
- One organisation that represents groups – formal governance structure
- More young people involved in leading and running things
- Meet and congregate
- Tap into Muslim community groups – so they see BAME Voice as representing them too
- Ownership
- Accessible location
- Leadership – inclusive and culturally competent, not representing any single organisation
- Marketing and communication – How do we do this?
- Work with JCC - nucleus reach out more to people
- Bring together organisations
- Map and list of those organisations
- Define common goal
- Health/Employment – find simple, general things that link us together
- Find out what people want
- Identify group of young people that we can start working with
- Clarify MVSC role vs BAME Voice
- Better access to other BAME organisations – understanding and collaboration
- Publicity in papers etc.
- Better access to East European groups
- Equal representation from different BAME organisations – equal voice
- An organisation – BAME Voice – will exist
- The organisation is a forum made up of members that represent the different BAME organisations/groups
  - Members paid to attend
  - Clarify whether staff are volunteers/paid

**What are the three actions we can take immediately to make this happen?**

- Spread the word – publicity, include contacts
- Steering committee that represents all groups – invite all groups to join
- Council clarify total funds available as influences what can be created
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<p><b>Services Provided</b> - What will we do and how will we do it?</p>
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- Sign post to advocacy – make sure BAME community gets access
- Support/advice to BAME groups
- Critical Friend
- Education on BAME community issues

- Resource Centre information
- Discussion Forum
- Research
- Enable consultation
- Information/advice/advocacy
- Provide advice and guidance
- Case work on race hate needed
- Discussion forum to provide information about services and changes
- Critical friend to challenge employment statistics – not enough senior BAME staff in the council
- A body is needed for people to go to in a crisis
- Need mechanism for monitoring and recording race crime statistics
- Volunteers and services for volunteers
- Advocacy and advocacy training
- Champion specific health issues (Lupus, Sickle Cell and Diabetes) – look further afield Africa/Caribbean – Ebola, Chicken-V
- Resource centre – information signposting
- Communication and outreach
- Discussion forum – regular meetings
- Critical friend to LBM and other services e.g. CAB
- Supplementary education, e.g. mentoring, tutoring, bright children excluded/excluded children with disabilities

**What are the three actions we can take immediately to make this happen?**

1. Get base – delivery point
2. Identify priorities for intervention
3. Commence one activity with staff/volunteers

- **Credibility and Reputation** - What do we need to do to establish the credibility of the new entity? How do we establish credibility?
- Who do we need to build relationships with?
- What do we need to pay attention to?

- Good policies and procedures
- Respecting all communities
- Credibility needs to come from council and people
- Build relationships with those communities who have not been involved
- Get message out to reach out to other communities
- Relationships with council/police/NHS/Job Centre Plus and other similar groups in other boroughs
- Good governance and financial management needs attention
- Pay attention to ensuring range of views are heard and voiced
- Pay attention to signpost to BAME Voice by Council/VCS/Community Association
- Credibility will come through real influence and impact affecting change

## **Actions**

- LBM/VCS/HWM/MVSC use this organisation as route to engage
- Monitor and deliver engagement (data to improve work)  
Growth/Stability/investment

**Resources** - As an organisation, what resources will the BAME Voice require?

- Moving venue where forum meets
- Access to dedicated communication vehicles: social media/website/leaflets/Telephone chain etc.
- Team of volunteers
- Funding
  - a) Council seed monies
  - b) Self sufficient funding

### **What are the three actions we can take immediately to make this happen?**

- Identify and source venues and rotate round
- Advertise/ask for volunteers e.g. libraries, face to face
- Fund raising events – friends of BAME Voice

### **What can you commitment to?**

- Membership of the steering group?
- Other ways you can support establishing the BAME Voice?

- I will clarify the funding available
- Prayer
- Support from other BAME groups
- Unity and engagement across all the other groups
- Sign posting to people
- I would like us to be one voice in this
- Working together as a team
- My volunteering support
- You can bring other people together
- By putting across the BAME voice in areas we enter into
- More advertisement , using the libraries and leafleting
- By publicising it to other organisations and communities (put in our posters)
- Advertising by word of mouth
- Do fundraising for the organisation
- Keep the new group in one place
- MVSC help recruit volunteers from BAME communities to help
- Engage on health issues , i.e. Sickle Cell and Thalassaemia

- Fundraising
- Communication with other communities
- Public Health will work in the background to provide support if needed
- Attend events
- Attend meetings
- Invite relatives and friends to events
- Give support and advice on the new structure
- Inclusiveness – bringing everyone together, i.e. from a different background
- Motivate people to join the new organisation
- Assist the new organisation in writing the new constitution
- Promote the visibility of the BAME voice and services
- Encourage young people from South Asian and Pakistan Communities



**BAME Voice steering group members**

Fitzroy Dawson	Merton Unity Network, Merton Oasis, Merton Community Transport
Hannah Neale	African Educational Cultural & Health Organisation
Grace Salmon	Positive Network
Edward Maliki	Power Centre Church, Wood World Missions
Lola Barratt	Merton Voluntary Services Council, Grenfell Housing, Merton Unity Network
Patricia Anderson	Merton Unity Network
Slawek Szczepanski	Polish Family Association

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