

Merton Council

Joint Consultative Committee with Ethnic Minority Organisations Agenda

Membership

Councillors: Marsie Skeete, Joan Henry, Agatha Mary Akyigyina OBE,

Elosie Bailey, Omar Bush

Substitute Members: Adam Bush, Hina Bokhari, Caroline Cooper-Marbiah

Ethnic Minority Organisations

African Educational Cultural & Health Organisation (AECHO) Deputy	Revd Mrs H Neale
Ahmadiyya Muslim Association	Mr .H.Nawaz
Asian Diabetic Support & Awareness Group	Mrs N. Shah
Asian Elderly Group of Merton	Mr M S Sheikh
Asian Youth Association	
BAME Voice	Revd Mrs H Neale
Bangladeshi Association of Merton Deputy	Mr. N. Islam
Bengali Association of Merton Deputy	Mr J Choudhury
Bengali Women's Association of Merton	Mr Rahman
British Muslim Association of Merton	Mrs M Ahmed
Ethnic Minority Centre	Mr B. Afridi
Euro Bangla Federation Deputy	Mrs Sabitri Ray
London South West Chinese Community Association	Dr Haque
Merton African Organisation	Mr Q Anwar
Merton Somali Community	Ms L Saltoon
Mitcham Filipino British Association Deputy	Mr C J Lusack
Merton and Lambeth Citizen's Advice Bureau	Mr A. Ali
Pakistan Cultural Association of Merton & Wandsworth	Ms Colquhoun
Pakistan Welfare Association Deputy	Ms C Batallones
Positive Network	Ms S Hudson
Polish Family Association	Mr M A Shah
South London Somali Community Association	Mr S U Sheikh
South London Tamil Welfare Group	Mr Rizvi
Victim Support Merton and Sutton	Ms G Salmon
West Indian Families and Friends Association	Mr S Szczepanski
Wimbledon Mosque	Mr A Musse
	Dr PArumugaraasah
	Ms J Davidson
	Mr T Sandiford
	Mr N Din

Date: Wednesday 2 December 2020

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 or telephone [020 8545 4637](tel:02085454637). All Press contacts: communications@merton.gov.uk, 020 8545 3181

Joint Consultative Committee with Ethnic Minority Organisations Agenda

2 December 2020

- | | | |
|---|--|---------|
| 1 | Declarations of Interest | |
| 2 | Apologies for Absence | |
| 3 | Minutes of previous meeting | 1 - 6 |
| 4 | Stay well in Winter 2020 - Aman Nathan, Patient and Public Engagement Manager (Merton), NHS South West London Clinical Commissioning Group | 7 - 26 |
| 5 | Police update - Insp Bob Whitehead, Metropolitan Police | 27 - 30 |
| 6 | Update on the COVID-19 Community Resilience research - Hannah Neale, Chair BAME Voice | 31 - 38 |
| 7 | Employment update - Liz Hammond, Interim Head of Human Resources | 39 - 60 |
| 8 | 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. For further advice please speak with the Managing Director, South London Legal Partnership.

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Agenda Item 3

JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS 8 SEPTEMBER 2020

(Time Not Specified - Time Not Specified)

PRESENT Councillor Edith Macauley (in the Chair),
Councillor Eloise Bailey, Councillor Omar Bush,
Councillor Joan Henry and Councillor Laxmi Attawar, Councillor Stephen Alambritis, Councillor Marsie Skeete, Councillor Agatha Akyigyina, Councillor Stan Anderson, Councillor Brenda Fraser, Councillor Owen Pritchard, Councillor Natasha Irons, Chellaian Lohendren, Councillor Caroline Cooper-Marbiah, Councillor Anthony Fairclough, Hannah Neale, Fitzroy Dawson, Ranjith Sivapragasm, Aiden Mundy, Slawek Szczepanski, Nusrul Islam, Billy Christie, Ben Butler, Dr Arumugaraasah, Jerry Hall, Jocelyn Cruywagen, Grace Oyerinde, Sandra Sinclair, Naveed Lone, Beau Fadahunsi, Simon Shimmens, Rachael Wardell, Liz Hammond, Nick Steevens, Barry Causer, Sarah Amenyo, Robin Ramen, Evereth Willis (notes)

1 DECLARATIONS OF INTEREST (Agenda Item 1)

None.

2 APOLOGIES FOR ABSENCE (Agenda Item 2)

Apologies were received from Mr Saleem Sheikh.

3 MINUTES OF THE PREVIOUS MEETING (Agenda Item 3)

The minutes were agreed.

Councillor Alambritis introduced the meeting by reaffirming the council's commitment to equality and zero tolerance for hate in the borough.

The JCC committee is important to guide the council. He acknowledged that BAME communities had been disproportionately impacted by COVID-19 and informed the meeting that the council is in 'listening mode' to work with communities to tackle issues identified. He also highlighted that councillors from all parties are supporting the JCC.

4 MERTON COUNCIL'S RESPONSE TO BLACK LIVES MATTER - RACHAEL

WARDELL, DIRECTOR OF CHILDREN, SCHOOLS AND FAMILIES/LIZ
HAMMOND, HEAD OF HUMAN RESOURCES (Agenda Item 5)

Rachael Wardell updated the meeting on the measures that have been implemented or are proposed to respond to the issues raised by the Black Lives Matter campaign. Merton's response has two strands: Community and Staff. There is a focus on increasing senior leadership. The council has developed Risk Assessment for staff and re-established the BAME staff forum.

Liz Hammond informed the meeting that a package of HR measures went to the Corporate Management Team (CMT) and will go to Cabinet in October. HR is meeting with the BAME Staff Forum to discuss the range of measures proposed.

Cllr Alambritis informed the meeting that the Civic Centre was lit up after George Floyd's death. Patrick Hutchinson who protected an anti-BLM protestor showed great human kindness. Mr Hutchinson, a Croydon resident who works in Merton is going to be recognised by the Labour Party. The council is working with Operation Black Vote and will report to the Labour Party Review, led by Baroness Doreen Lawrence. Merton has referred the closure of St Helier Hospital to the Equality and Human Rights Commission. The borough continues to take action to 'Bridge the Gap'. The Windrush Day celebrations were a success. Cllr Alambritis thanked BAME Voice and Hannah Neale.

Questions/Comments

C: It is important to follow up on the data, people are feeling stigmatised, getting the data will give clarity.

C: The impact is a manifestation of inequalities in society – BAME staff are in frontline roles. A solution for addressing the lack of BAME senior managers could be to take on Trusteeships. Being a trustee would give management and strategic experience. This has the dual aspect of strengthening local charitable organisations and make them more diverse.

Q: Individual cultures in the borough are classed as BAME. How is BAME reflected in Merton? Some cultures may not be getting the right support to see who is disproportionately represented.

A: BAME is not a helpful descriptor- the name is a place holder for now. 7 communities are the focus for the COVID-19 work. It is acknowledged that the disproportionate impact is linked to wider inequality. The council is open to the suggestion about Trusteeships. The council is looking at itself as an organisation, there should be no focus on candidates being the problem.

Q: How is the message of BLM cascaded across Merton? How will the wider community be involved? There needs to be an exchange between the voluntary sector and council to promote the message.

Q: Does the council use Name Blind Recruitment?

Q: Is there a Conscious Bias programme and who will it be delivered to?

A: There is wider messaging about Merton as Leader of Place. Suggestions are welcome about initiatives responding to BLM. Future updates to the JCC could include an Education update. The borough can't instruct schools but can support and engage them through School Improvement.

A: We actively recruit for diversity, a challenge is to make the council marketable as an employer. HR will ask the BAME staff forum to comment on the Rooney Rule (having a BAME person on recruitment panels). Mentoring and Coaching is a Pan-London option. The number of applicants doesn't reflect there is a problem, it is at senior level. Unconscious Bias training will be for all staff. Other initiatives include Anti-Racism training for the Senior Leadership Team (the top 80 managers). The unions are involved in the Workforce Strategy and receive the ethnicity and grade data. The programme to address issues raised by BLM is now ahead of the strategy. Some reports will be done annually and can be shared with the JCC.

Q: Information needs to be shared with residents. Is it a staff forum?

Q: How long is the £5,000 funding for the forum for? Will the forum be able to get any more?

Q: Is Succession Planning being done as there is no evidence of it across the council?

A: Not all BLM events are organised by the council. £5000 is annual funding for the forum for meetings and development needs. The forum is for staff and is facilitated by Black staff and provides a safe space for staff to discuss their experience.

Q: Has Unconscious Bias been encountered and how was it addressed?

A: Overt racism has not been seen and would be challenged if seen. Unconscious bias is harder to detect.

5 MERTON COVID-19 COMMUNITY RESPONSE HUB - HEATHER BEGG,
BUSINESS PROCESS LEAD, LBM (Agenda Item 4)

Heather gave an overview of the work of the Community Response Hub. The hub was set up on March and went live on 23 March; it was one of the first to set up in the count. The hub has been extended until December.

The hub was set up to help vulnerable and isolated residents and is led by Age UK Merton, Wimbledon Guild, MVSC and other organisations.

It operates on 3 Tiers of Support to address both immediate and longer-term needs. It responds to queries about shielding, supporting hospital admission, prehabilitation & discharge. There has been an increased demand for Befriending.

Heather informed the meeting that she is seeking to promote the service more widely. There is a need to develop and sustain the volunteering capability going forward, including working with the Mutual Aid Group and other community networks. New partners are needed to join the Community Fridge Network.

Heather asked the JCC for the following help:

1. Ideas for future partnership working with all communities in Merton
2. Ideas for engagement
3. Help to communicate service and offer to wider community of Merton
4. Strengthen referral pathways
5. To help ensure the Hub meets the needs of the diverse communities in Merton

Questions/Comments

Cllr Alambritis acknowledged the work of the hub and the support of the partner organisations including: Commonsides Food Bank, Elim Pentecostal Church for the Wimbledon Food Bank and AFC Wimbledon – Dons Local Action Group. The MPs for Mitcham and Wimbledon have been supportive of the hub.

Q: How are residents being catered for? The communication need to improve.

C: There needs to be engagement and awareness raising.

Q: How are mental health issues being responded to?

A There has been an article in My Merton about the hub and the support offered. The aim is to make it culturally appropriate and for instance engage with supermarkets and barbers to promote the service widely.

There are 8 facts sheets outlining the local offer – one of them deals with mental health. Volunteers are needed.

Q: Are faith groups being linked to also?

A: Faith groups have been involved and partnership working is key.

JCC representatives were encouraged to contact Heather if they want to get involved.

6 LOCAL OUTBREAK CONTROL PLAN - BARRY CAUSER, PUBLIC HEALTH COMMISSIONING MANAGER/NICK STEEVENS, HEAD OF REGULATORY SERVICES PARTNERSHIP (Agenda Item 6)

Barry Causer updated the meeting on Public Health's (PH) work and the Local Outbreak Control Plan (LOCP).

There have been 1027 positive test, the cases peaked in April but have reduced with only small increases. The PH teams look at data daily, including: positivity of results and hospital data. The analysis is feeding into the Outbreak Control group. The borough's cases are slowly increasing but is not on a Watch List. Up to the 1 August there were 205 deaths.

Barry gave an overview of the Local Outbreak Control Plan that was published in July and is in place until March 2021. The JCC members were asked to get involved in keeping Merton safe.

Nick Steevens gave an overview of the services provided. The Regulatory Services Partnership (RSP) has a team of experts have been working closely with Public Health during the pandemic.

During the pandemic food services have had to close or change their business model. Nick outlined COVID-19 secure measures to protect customers. Most premises are compliant but if there are any concerns JCC members were urged to contact [RSP@merton.gov.uk/020 8545 3025](mailto:RSP@merton.gov.uk/020%208545%203025). Staff not wearing face coverings is a particular problem in hairdressers and barbers.

Nick stressed the 4 E's approach: Engage, Explain, Encourage and Enforce.

Questions/Comments

Q: How are the numbers broken down by the BAME community – is the infection rate higher?

Q: How many deaths are people who had no underlying causes?

C: Some people, e.g. Asylum Seekers are living close with others who have not been tested.

A: There are exemptions that some have applied for.

A: Barry has not got the figures to hand. The LOCP identified high risk settings. People refusing to wear a mask is a Police matter.

Q: Is there a way to encourage schools to make children use face coverings?

Q: How about Houses in Multiple Occupation (HMO)?

A: HMOs are linked through the LOCP, the council is working with partners to mitigate risks. The Children Schools and Families (CSF) department receives regular updates from the Department of Education that are sent to schools in the borough. Face coverings are not appropriate for young children – the situation is being monitored.

Q: Are there enough flu vaccination stocks in Merton?

Q: What support is offered to local charities?

A: There is a sufficient stock of flu vaccinations.

A: Charity shops should contact the RSP to get advice through a Webinar.

7 ANY OTHER BUSINESS (Agenda Item 7)

A Black Learning Centre was launched in August by Grace Oyerinde. It supports children going into year 11 and will also be for children aged 7 to 16 from lower socio-economic backgrounds.

The meeting closed at 9.33.



South West London
Clinical Commissioning Group

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Staying well during Winter

December 2020, Aman Nathan



Agenda Item 4

Bringing together Croydon, Kingston, Merton, Richmond, Sutton and Wandsworth

The Flu Vaccine

Are you ready
for winter?

STAY WELL
THIS WINTER

- Each year flu kills on average 11,000 people across the UK and hospitalises many more.
- The flu virus is a highly infectious virus which can easily spread from person to person, even between those not showing symptoms.

**‘JUST
THE FLU?’**

The flu can make you very ill if you have a learning disability



NHS

Protect against flu
help us
help you

**‘JUST
THE FLU?’**

The flu can be serious for young children



NHS

Protect against flu
help us
help you



People who should have the Vaccine

Even at our fittest and healthiest, we can still catch the flu and for vulnerable people or those with underlying health conditions, catching the flu can be very serious. That's why we are encouraging the following groups to get a FREE flu vaccine;

- Adults aged 65 and over
- People with certain long term medical conditions
- People who have a Learning Disability and their Carers
- Pregnant women
- Children aged 2 and 3 on 31 August 2020
- Frontline health or social care workers
- People who are on the shielded patient list and members of their household
- Adults aged 50 to 64 (later in the flu season)

Flu is a highly infectious virus which spreads quickly, even between those not showing any symptoms.



Myth 1: The Flu Vaccine give you Flu

FACTS:

- NO
- The Flu Vaccine can not give you flu because it is not the Flu virus. The vaccine contains an inactivated virus that is unable to replicate in the body. It cannot give you influenza.
- The version for children (Fluenz Tetra licenced for children aged 2 months to 18 yrs) does not produce Flu Virus.
- If you feel achy or slightly feverish, it is a normal reaction of the immune system to the vaccine, and generally lasts only a day or two.
- The vaccine contains components which stimulate an immune response in the body to produce antibodies. This sometimes produces very mild symptoms compared to the virus which causes unpleasant illness in children and severe illness and death among at-risk groups, including older people, pregnant women and people with an underlying physical health condition.

<https://www.historyofvaccines.org/content/how-vaccines-are-made>



Myth 2: I had the vaccine and still got the flu, so it doesn't work

FACTS:

- Several flu viruses are circulating all the time, which is why people may still get the flu despite being vaccinated since the vaccine is specific to one strain.
- However, being vaccinated improves the chance of being protected from the flu.
- This is especially important to stop the virus affecting people with vulnerable immune systems.
- This year we need to encourage uptake to help protect those who are more at risk if they are to get COVID-19 and flu.
- New flu vaccines are produced each year, which is why people advised to have the flu vaccine need it every year.



Myth 3: I am pregnant so shouldn't get the flu vaccine

FACTS:

It is very important for pregnant women to have the flu vaccine since their immune systems are weaker than usual. The inactivated flu vaccine is safe at any stage of pregnancy.



'JUST' THE FLU?

It's more important than ever to protect you and your baby against the flu

NHS

Protect against flu help us help you

The advertisement features a pregnant woman and a young girl sitting on a sofa, looking at a laptop. The woman is wearing an orange top and the girl is wearing a blue denim jacket. The background is white with a dark blue banner at the bottom containing the text 'Protect against flu help us help you'. The NHS logo is in the top right corner.



Myth 4: The Flu Vaccine is linked to Covid-19

FACTS:

- The Flu vaccine does not contain COVID or Flu Virus.
- Vaccines are all made using tried and tested methods
- We have been using all these vaccines for decades and even the COVID vaccines are being made using techniques already used.
- COVID-19 is caused by one virus, the novel 2019 coronavirus, SARS-CoV
- There are effective vaccines and therapeutics (antivirals) for flu, but at present, there are no available vaccines and drugs for COVID-19



Myth 5: The Flu vaccine contains ingredients I can't have

Do all flu vaccines contain pork gelatine?

- No. There are two main types of flu vaccine available in the UK.
 - Injectable flu vaccine (used mainly for adults) – These do not contain pork gelatine;
- However, the Nasal Spray Vaccine (Called “Fluenz Tetra” used in eligible children aged 2-17 years old) does contain pork gelatine.

What if a parent refuses a vaccine containing gelatin what is the alternative?

- Pork gelatine is considered religiously impermissible (Haram) by many Muslim Jurists. Whilst there are some jurists who permit pork based gelatine for the purpose of vaccines at a practical level, most of the British Muslim community have avoided such vaccines out of fear that they are haram.
- Therefore after years of campaigning, alhamdulillah, the NHS in England and Wales join Scotland and Northern Ireland in offering a vaccine which does not contain pork gelatine for those parents who object to the nasal spray Fluenz-Tetra vaccine on religious grounds for their children this winter. This will be available from November.

Everyone can now get a flu jab that has no pork gelatine.

Are there egg free vaccines?

- Yes. Fucelvax a cell based vaccine

Sources:

<https://www.gov.uk/government/publications/vaccine-update-issue-312-october-2020-flu-special-edition>

<https://mcb.org.uk/general/operation-vaccination-get-involved/> https://mcb.org.uk/wp-content/uploads/2020/09/OV_letter-1.pdf



How do I access the flu vaccine?

Are there supply problems?

* Supplies are coming through regularly but demand has outstripped supply so there may be a bit of a wait, but the government will be releasing extra supplies to meet the demand.

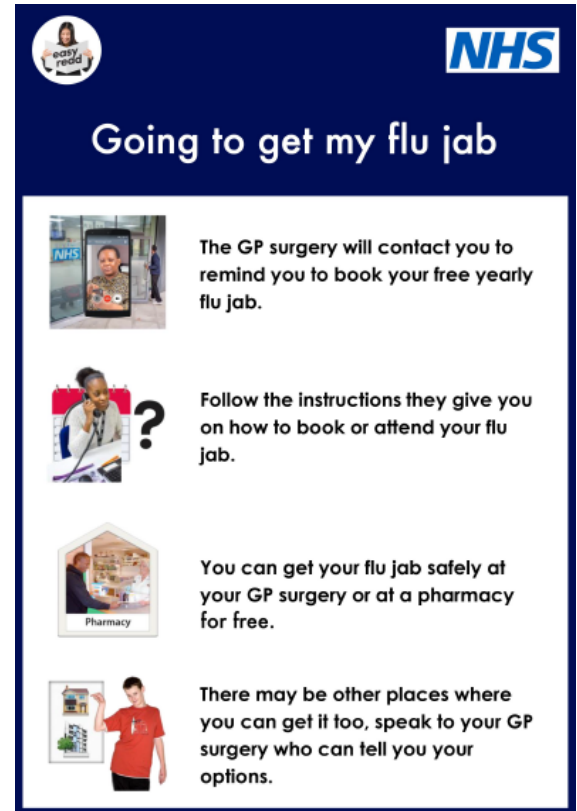
* GP surgeries will be phoning and inviting in those identified at the highest risk on their register.

* Contact either your GP surgery to book a time and explain your needs.

You can also access via your local pharmacy – it is advisable due to Covid to call in advance:

<https://myvaccinations.co.uk/>

There will be community clinics through out winter and information will be sent over the winter months.



The infographic is titled "Going to get my flu jab" and features the NHS logo in the top right corner. It includes an "easy read" icon in the top left. The content is organized into four sections, each with an icon and a text box:

- Section 1:** An icon of a smartphone displaying a person's photo. Text: "The GP surgery will contact you to remind you to book your free yearly flu jab."
- Section 2:** An icon of a doctor on a phone with a question mark. Text: "Follow the instructions they give you on how to book or attend your flu jab."
- Section 3:** An icon of a pharmacy. Text: "You can get your flu jab safely at your GP surgery or at a pharmacy for free."
- Section 4:** An icon of a person in a red shirt pointing to a sign. Text: "There may be other places where you can get it too, speak to your GP surgery who can tell you your options."



How can you help?

Toolkit

- Our localised campaign toolkits have been developed to help promote the flu campaign across Merton and other South West London boroughs.
- Included within the toolkits are a range of materials echoing the new national campaign, that can be used across social media, websites, newsletters as well as print materials.
- Materials have been translated in 8 different languages and myth busting materials are also included within the toolkit. This will help communicate as clearly and effectively as possible with our local populations using a joined up approach across the borough and our partners.
- Please feel free to use the most appropriate materials for you.
- Please find the link below to the borough toolkit: <https://www.swlondon.nhs.uk/merton-winter-toolkit-20-21/>

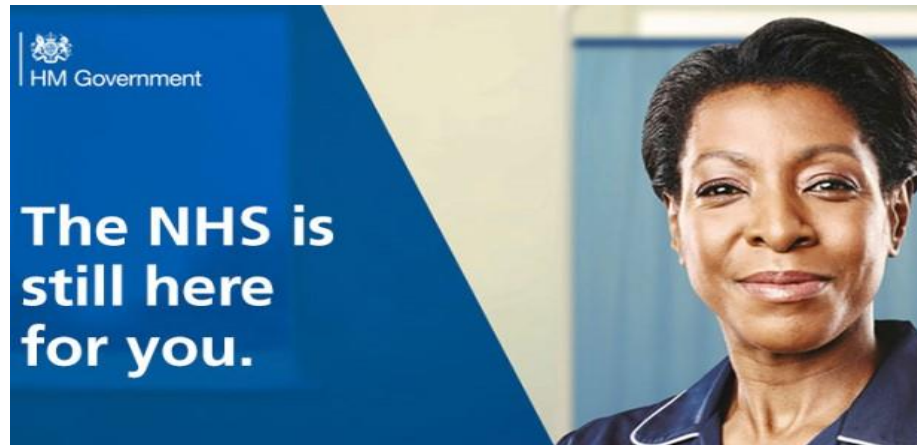
Engagement

- Are we able to attend any of your organisations meetings/coffee mornings to share our Winter messaging? We can arrange for a pharmacist or clinician to attend alongside us. They can answer questions your members may have about winter.



What are your thoughts?

1. Do you and the people you care for intend on having the flu vaccine this year? Do you have any worries or questions?
2. Where would you prefer to go for a flu vaccine?
3. Can you help reach vulnerable people in the community with these messages?
4. Do you have any questions?










The NHS is here for you



NHS
Devon
Clinical Commissioning Group

If you need to be seen by a healthcare professional, measures are in place to keep you safe. These include:

			
Social distancing	Longer time and spacing between patients	Designated areas for patients with COVID symptoms	
			
Infection control and cleaning	Personal protective equipment (PPE) for staff and patients	Testing and temperature checks*	Clear instructions about where to go on arrival*

*Specific arrangements will be dependent on the site at which you are seen

- [Link to Merton the NHS is here for you video](https://www.youtube.com/watch?v=PormdWPsqYo)
<https://www.youtube.com/watch?v=PormdWPsqYo>

Staying well over Winter

Health tips for winter weather



Wrap up warm when you go out, and make sure that your shoes have a good grip.



Use a hot water bottle or an electric blanket to stay warm in bed – but not both.



Wear multiple layers of clothes when you can, rather than a single bulky layer. This will help you retain body heat.



Make sure you're receiving all the help to heat your home that you are entitled to.



Have at least one hot meal a day, and try to drink hot drinks regularly. Keep active – try not to sit still for more than an hour indoors.



Keeping an eye out for elderly relatives and neighbours and supporting them in the cold weather can help them Stay Well This Winter.



Staying well over winter

**YOUR NHS
HERE FOR YOU** 

Know where to go should you need medical advice

	SELF CARE	For basic ailments such as cuts, grazes and an upset tummy
	PHARMACY	Advice on ailments, medicines and healthier living
	NHS 111	Call 111 FREE, 24 hours a day, 365 days a year, or access the service online 111.nhs.uk
	GP	Call your practice or visit their website to make an appointment for an illness or injury that won't go away
	999	Life-threatening emergencies only

**Stay Well this
WINTER**

Warm
Keep your house warm this winter

Immunisations
Get your flu vaccination*

Neighbours
Keep an eye on elderly neighbours and relatives

Timely
Seek advice from a pharmacist at first sign of illness

Enough
Pick up repeat prescriptions so you have enough while pharmacies/surgeries are closed

Restock
Make sure you have enough food and medicine in the cupboard

STAYWELL
THISWINTER

NHS



NHS Think 111 First

What is Think 111 First?

- For urgent medical help and advice, contact NHS 111 first, to get help quickly and safely
- To help you get the right care, close to where you live

What is NHS 111?

- NHS 111 is a point of contact for medical help & advice that is fast, easy and free
- Available 24/7
- Staffed by trained health advisors, including hospital doctors, nurses, GPs, paramedics and pharmacists

How does it work?

- Phone 111 or go to 111.nhs.uk
- They will ask you some questions about what is wrong and tell you what to do next
- If you need expert help, they will see you get it



Talk before you walk

Talk before you walk to avoid busy A&E waiting rooms

- We are asking patients with an urgent, but not life-threatening, health problem to contact NHS 111 first, who can advise if you need to go to A&E
- NHS 111 is now able to book same day slots in the Emergency Department (A&E)
- If appropriate for A&E, you could be booked an appointment with a one hour timeslot, meaning shorter waiting times

NHS 111 can also book into other NHS services, such as:

- Book an appointment for you to see a GP
- Book an appointment with an emergency dentist
- Help you speak to someone who can provide mental health support
- Book into other NHS services
- Arrange for you to pick up medicine at a pharmacy near to you
- Give you advice on self-care
- Send an ambulance, if you need one



How can you prepare?

Your Medicine Cabinet

- Be prepared for common health problems by keeping a well-stocked medicine cabinet at home. Your local community pharmacy team can advise you.
- This list, recommended by the Royal Pharmaceutical Society, will help you deal with most minor health problems and illnesses. Find the list and more information here: <https://www.nhs.uk/live-well/healthy-body/your-medicine-cabinet/>

Links which may be helpful;

- <https://www.swlmcg.nhs.uk/Policies/Pages/Information-for-Patients.aspx>
- <https://www.mertonccg.nhs.uk/Your-Health/Treating%20minor%20health%20conditions/Pages/default.aspx>
- Managing your medicines during Covid-19 document; <https://www.swlondon.nhs.uk/wp-content/uploads/2020/05/Managing-Your-medicines-during-the-covid-for-patients.pdf>

If you have any questions, speak to your local community pharmacist or if your practice has one, your practice clinical pharmacist. They are qualified healthcare professionals and experts on medicines. You can also contact the medicines optimisation team on the email; Mertonccg.medicinesoptimisation@swlondon.nhs.uk



Are you prepared for cold weather?

The **Warm & Well in Merton** campaign is raising awareness of the importance of **preparing for winter** and giving you support on how best to stay warm and well.

How we can help:



1. Online talks on keeping warm and well in the winter

We are running online talks for community groups with tips on how to stay warm and well in colder weather and information on local services available to you in current circumstances. If you are interested in a talk:

Contact Wimbledon Guild – 0208 946 0735



2. Energy saving advice

Not-for-profit organisation Thinking Works can give free, impartial advice over the phone on keeping warm and well at home as well as delivering free devices to help cut water and energy use. Advisors can see if you might be eligible for grants for insulation and heating works. This service is for residents aged over 65, OR with a long-term health condition or disability OR on a low income.

Contact Wimbledon Guild – 0208 946 0735



3. Information and advice

Age UK Merton are on hand to provide you free, confidential advice over the telephone on pensions, welfare benefits, social care, health, housing, transport and more.

Contact Age UK Merton – 020 8648 5792



4. Financial support for individuals

Wimbledon Guild provide grants for eligible people in Merton to help with fuel costs, bedding and food as well as supermarket vouchers. In the current circumstances, they are completing assessments over the phone.

Contact Wimbledon Guild – 0208 946 0735



5. Handyman service

Merton Council have a handyman to help people aged 65+ or with long-term health conditions or disabilities with minor jobs to ensure their homes are safe at these times and to help them stay well. This includes home visits to fix lightbulbs, replace batteries in smoke alarms, replace broken toilet seats etc.

Contact Wimbledon Guild – 0208 946 0735



Tell Us More

How are you and those in your local community planning to stay well this Winter?

How have you found access to the NHS during Covid-19? Do you have experiences of telephone or video appointments? What worked well? What could be improved?

Have you needed to call NHS 111? How was it?

Are there any barriers people might face? Can they be overcome, or are there arrangements that may be needed to ensure access to appointments?



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SNB information

Dec 2020

General Performance (Crime data to 31.10.2020 – current rolling 12mth)

Crime Type	Offences	Difference from Previous 12 months
Total Crime	13848	14548 (-5%)
Burglary	1096	1638 (-33%)
Theft from M/V	1325	1221 (+9%)
Theft of M/V	515	509 (+1%)
Violence against the person	4183	3902 (+7%)
Injury caused.	1368	1371 (-0.3%)
Robbery of the person	350	374 (-6%)

Total notifiable offences across Merton are down 5 % compared to the previous twelve months.

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There have been 6618 immediate grade calls in the rolling year (to 31st October) with an average response time of 11:22. 80.6% were achieved within the 15 minutes target time. 92.2% within 20 minutes, and 97.9% within 30 minutes. This still includes a call mentioned 3 months ago which involved a response time of more than 8 hours but was for a car going through an automatic camera with a firearms marker. No units were deployed to it and the armed response controller appears to have put a time in 499 minutes after the call came out without any reason or explanation. This is an example of the administrative issues that sometimes occur that we have very limited control over. Removal of this one call would reduce the average response time by nearly 5 seconds!

We have now moved all of the response team officers from Earlsfield into Wimbledon so that there is only one patrol site for the East of the borough. This is likely to improve command and control and resource management.

There continues to be a large influx of new staff on response teams however this has a short term negative impact due to the training that is needed. They have also not gained skills such as driving Level 2 public order, or taser so are not as beneficial as more experienced colleagues. This is slowly improving and as mentioned previously, I am hopeful that it will continue to move in the right direction over the next 6-12 months.

There is still no significant update on Wimbledon police station.

Lockdown 2 has not been as impactful as lockdown one. We are still dealing with lots of covid related calls but the level of the lockdown has not been as onerous as the previous one so although call demand is down slightly, most forms of crime are back to the pre covid levels. ASB continues

to be high however this is due to a number of factors such as more people using open spaces and continued phone calls about apparent breaches of Covid regulations.

Neighbourhood DWO staffing across the Merton should be 1-6-40-20. There are a number of new staff joining the NPT team and I am expecting us to be slightly over strength in the near future. We also have 2 officers on a six month attachment (and more coming soon as part of their training rotations). These are in addition to the permanent posts.

Whilst we will be at correct strength, it should be noted that certain clusters of wards will be VERY inexperienced so will take some time to get up to appropriate standards.

There are one Sgt, one PC, and 2 PCSOs with various adjustments and conditions that preclude them from patrolling on the streets at this time.

There are also one PC and one PCSO currently on Maternity leave.

The recuperative and adjusted duties officers provide support to the patrolling colleagues that increases their street time. They are relatively balanced across the borough and this is something that I consider as part of my decision making regarding postings.

We are currently at correct Sgt strength (six Sgts) although abstractions of Sgts to aid / other posts on a day to day basis continues to cause issues.

When any officer is posted to the Merton NPT, I consider skills, experience, and where I feel the need is greatest. I also consider expected future vacancies when looking at where I need to post an officer.

There continue to be heavy aid requirements across the borough relating to covid patrols, support to response teams and various other events. It is anticipated that there will be a substantial commitment for New years eve irrespective of the cancellation of the fireworks in central London.

There have been a number of very high profile incidents that have occurred in Merton over the last few months. These include the male murdered elsewhere but set on fire on Mitcham common, the Morden Murder, and the attack on the young girl on her way to school. The primary suspects for all of these matters are currently in custody.

I have conducted a number of “public meetings” via Zoom and MSTeams. These have included questions on myriad matters of policing and concerns for the community. They appear to have been well received and will be continuing in the future.

Sector reports.

Wimbledon

AFC Wimbledon have played their first game at the new stadium. We are unsure when crowds will be expected to return but the BCU continue to discuss the matter with MO6 who have primacy in the football matches.

The town centre team have been focusing on a number of robberies of school children in the area. They have been concentrating on a group from a specific school who are suspected of committing a number of these. There have also been a number of operations in plain clothes regarding robberies in Merton by people who have come from other areas to commit their crimes. This is a significant issue and we are working hard to keep the residents of Merton safe.

Officers have been developing a much closer working relationship with the residents and staff within the YMCA. This is looking towards longer term problem solving and support for people with a challenging background.

Officers have been conducting ANPR work regarding thefts of Catalytic converters across the south of London. This is ongoing work to identify suspects and bring them to justice.

T

Morden

A good news story included the dedicated work of one of the DWOs (PC Weatherhead) who identified a series of linked burglaries and then worked with the BRIT team who helped gain a significant number of convictions. One suspect received hotel and board for 5 years and 3 months! There are three other people involved that we are hoping will also receive a stay with HMP.

One of the teams is working on an investigation of the theft of more than £1000 of honey and another team has been concentrating on electric scooter offences (theft of and use of to cause crime or ASB)

A drugs warrant led to the seizure of 150 plants and the team are looking at several more warrants in the future.

Mitcham

Officers worked a lot of hours during the autumn nights period into Halloween and fireworks night. Lavender Fields park was closed again and this again massively reduced the number of problems. There is still a suspect (middle aged male – probably a local disgruntled resident) outstanding for gluing a large number of locks in an effort to stop us closing and securing the gates. If he is identified, I will be looking to charge him with lots of separate counts of criminal damage. Most of the feedback received has been overwhelmingly positive.

The team have also closed several Brothels and worked closely with the council licencing team to close down Santiagos which was the driver of significant ASB in Sibthorpe Road car park.

MERTON COVID-19 RESILIENCE PROGRAMME

**An Assessment of the Impact of the CoronaVirus
Pandemic on BAME Communities in the London
Borough of Merton**

By

BAME VOICE

CONTENTS

- ❑ BAME VOICE 'S approach to Merton Council
- ❑ Merton Council's response
- ❑ Commissioning of COVID-19 Resilience Programme – Aims & Objectives
- ❑ Progress so Far
- ❑ What changes BAME Communities want to see
- ❑ Stakeholders

BAME VOICE 'S approach to Merton Council

Repeated reports and official statistics highlighting the alarming numbers of deaths and hospital admissions among BAME health and social care workers in the UK, prompted BAME VOICE to officially approach Merton Council to reveal its plans for safeguarding its residents. We requested practical support for local BAME organisations to work with their communities to curb these high rates of COVID-19 deaths and illnesses.

The Council's response was swift and reassuring. It put into place plans for **all** residents. It, nevertheless, recognised the immediate need for additional work to be carried out with BAME communities who had been most affected by the virus.

Its Health and Wellbeing Board commissioned BAME VOICE to design and deliver a genuine insight into the lived experience and expertise of COVID-19 and other health determinants from people across Merton's BAME communities. It would concentrate its efforts East of the Borough where population growth is fastest, working with the Bangladeshi, Pakistani, East, West, Southern Africa, the Caribbean, and Tamils living in the East Merton wards of Abbey, Colliers Wood, Cricket Green, Figges Marsh, Graveney, Lavender Fields, Longthornton, Pollards Hill, Ravensbury and St Helier.

Aims & Objectives

1. Design and deliver a Community Resilience Programme for people of all ages, across Merton's BAME communities. BAME VOICE proposed that the programme used a bottom-up approach where the skills and knowledge within the communities are used to develop the programme and explore solutions where needed.
2. Understand the impact that COVID-19 has had, and build resilience in its different forms, reducing risks to these communities in terms of infection and health outcomes.
3. Identify any stigma or structural barriers experienced by the communities and help identify practical policy responses or local actions to address specific concerns, including opportunities to support and work with BAME communities on these responses.
4. Help support building of trust, signposting to appropriate support programmes, and to identify community leaders who could have a wider role in the approach.
5. Provide training and support for BAME key workers to tackle workplace bullying, racism and discrimination; to create environments that allow workers to express and address concerns about health and wellbeing risks and other issues.
6. Work with partners across Merton to increase engagement with vulnerable and higher risk communities on key COVID-19 related issues e.g. symptoms, NHS Test & Trace, self-isolation and available support e.g. the Community Hub.

Progress So Far

August — October 2020

Numbers of people spoken to:

30 Individuals (By Phone & Face to Face Social Distancing observed)

9 interviews On line

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23 Face to Face Workshop (Social Distancing observed)

40 participants at Virtual Resilience Workshop

60 individuals ex POD Groups

22 respondents via emails + post

Total: 184 local residents

Gender	Age	Ethnicity
Male (56)	9 -65	Asian (65%) Caribbean (30%) Other (5%)
Female (128)	11- 55	Asian (60%) Afro/Caribbean (39%) Other (1%)
In Education	20%	
On Employment	30%	
In Business	25%	
Unemployed	15%	
Retired	10%	
Wards Covered	Figges Marsh, Cricket Green, Graveney, Abbey, Colliers Wood, Lavender, Morden, Pollards Hill.	

What Change we want to see as BAME Communities....

- A seat at the decision-making table – making our voices heard
- Accelerating Minority Ethnic Workers into more senior and leadership roles **on merit**. Research shows that increasing BAME participation in top roles can add £24billion to the economy annually
- Resilience and Recovery through BAME communities helping themselves - adopting coping mechanisms, establishing a true sense of identity, working to leave a worthy legacy for succeeding generations
- Provision of services that are structured around needs of the people not service providers perceptions of those needs
- Help and support for new migrants.
- Strengthening social capital– view people from a position of strength. Stop handouts, offer opportunities instead
- Review doctor/patient relationship. Doctors to be trained in cultural norms e.g. ways of greeting/welcoming others. Cultural competence form part of health workers training, repeated every four years
- More community medical facilities
- Introduce safe spaces that recognise and make way for cultural expression.

We recommend a Multi Faith Service to bring the programme to a close in February 2021. A final Report will be presented to the Council at the end of February.

Our thanks go to the following people who have assisted us in getting this Programme off the ground.

London Borough of Merton — Councillor Edith Macauley MBE former Cabinet member for the Voluntary Sector

Health and Wellbeing Board staff: John Dimmer, Evereth Willis, Sarah Amenyo

Public Health England (Merton) Barry Causer

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AECHO

3A Consultancy

SLTWG

Councillors Linda Kirby

EMC

Agatha Akyigyina OBE

Power Centre Church

Caroline Cooper- Marbiah

Merton Elders Forum

Laxmi Attawar

Pakistan Welfare Group

Eleanor Stringer

3A Consultancy

Merton Priory Team Ministry

Eaglobal Womens Empowerment Network & many more.

Joint Consultative Committee for Ethnic Minorities

Date: 2 December 2020

Agenda item:

Subject: Update on Equality and Diversity

Lead Director: Rachael Wardell – Director of Children Schools and Families

Lead officer: Liz Hammond – Interim Head of HR

Lead member: Cllr Mark Allison.

Recommendations:

- A. To note the profile of the senior workforce of the Council.
 - B. To note the ongoing work that Merton are undertaking to further enhance our Equality and Diversity position
-

1. Purpose of report and executive summary

- 1.1 The purpose of this report is to update the JCC on actions being taken within Merton Council to improve our diversity profile and ensure that the organisation is free from any racial bias.

2. Details (high-level overview)

- 2.1 In September 2020 CMT received a report from the Head of HR. The purpose of the report was to highlight the impact that the outbreak of COVID-19 is having on members of BAME communities nationwide with evidence pointing to the fact that the disease has seemed to impact disproportionately on those communities. These early concerns have now been backed by evidence from Public Health England which shows that members of BAME communities are at greater risk of contracting and of dying of COVID-19 related disease. Although the causes for this are not yet fully researched, the emerging evidence increasingly suggests that existing structural injustices affecting these communities (such as low incomes, under-valued occupations, over-crowded housing etc) are an important factor.
- 2.2 The death of George Floyd in the US – the killing of a black man by a white police officer – prompted an international outpouring of disgust, anger and sorrow and a resurgence of the Black Lives Matter movement, including on-street protests in the US, UK and elsewhere, about racism and the embedded structural injustices facing black and other minority citizens in many countries.
- 2.3 Against the backdrop of these incidents, many of Merton’s BAME staff expressed their concerns about the COVID-19 risks they may be exposed to in the course of their work for the council, and they shared their thoughts and emotional responses to the wider structural injustices they are subjected to through racism in society. They

saw those injustices and that racism reflected in their experience of working for the Council and challenged the Council to do better.

2.4. CMT's initial response to the issues being raised was to:

- develop an individual risk assessment for staff which specifically addresses the COVID-19 risk for BAME colleagues
- prepare the Employee Assistance Programme to respond well to staff whose concerns encompassed structural injustice and racism, and
- seek to re-establish a BAME staff forum, which had operated in the past, but which had ceased to function several years previously.

2.5. CMT also took a paper written by the Chair of the Corporate Equality Steering Group and CMT agreed the following actions:

- Cross-council anti-racist education and action. CMT will demonstrate their commitment to anti-racism by leading a programme of corporate education and change and should be accountable to the BAME Forum for the impact of that programme.
- Medium term strategy. To ensure that there is long term commitment to this agenda and that the council builds the confidence and trust of its BAME staff. There should be a medium term strategy (3-5 years) to address the structural inequalities and racism experienced by BAME staff, supported by an annual plan, to meet specific objectives for change that are identified by the BAME Forum.

2.6. The BAME forum has now been established and the initial meetings of the forum also suggested that to CMT that Merton should adopt the NHS's Workforce Race Equality Standards (WRES), which offer a set of objective measures (Indicators 1-9) which could be adapted and adopted for the council to measure and monitor.

2.7. The WRES standards are set out below (the wording, where necessary, has been modified for a Council context as opposed to an NHS setting):

1. Percentage of ethnic staff in each salary band
2. The relatively likelihood of BAME staff being appointed from shortlisting compared to that of white staff being appointed from shortlisting across all posts
3. Relative likelihood of BAME staff entering the formal disciplinary process compared to that of white staff entering the formal disciplinary process.

4. Relative likelihood of BAME staff accessing non mandatory training and CPD as compared to white staff.
 5. Percentage of staff experiencing harassment, bullying or abuse from customers, relatives or the public in the past 12 months.
 6. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.
 7. Percentage believing that Merton provides equal opportunities for career progression or promotion.
 8. In the last 12 months have you personally experienced discrimination at work from any of the following – Manager, team leader or other colleagues?
 9. Percentage difference between the organisations’ Members and its overall workforce.
- 2.8. The CMT report from the Head of HR confirmed that Merton would be able to report on all of the above indicators with the following caveats:
- Indicator 5. Staff harassment and bullying is captured through the Council’s accident and incident reporting procedures. However, caution should be taken that these figures may not be wholly accurate as there is a feeling that some staff may see an element of ‘verbal abuse’ as being an unfortunate by product of their role and may not always report it.
- Indicator 9. Whilst we can report on the diversity of the Members, this is not something that the Council can influence as members are voted in by their constituents through a democratic process. In a hospital setting the ‘Board’ would be something that the hospital would recruit to.
- 2.9. The Head of HR proposed that HR would produce an Annual Equalities in Employment report at the end of each financial year. This report, once cleared through CMT would be both an internal and externally public and published document.
- 2.10 In addition the Head of HR also put forward the following additional items for CMT to consider:
- **Reporting**
The Annual Equalities and Diversity in Employment report (at Appendix 1) will show a much wider range of metrics in addition to those outlined in the WRES Standard.

- **Policy Review** - A review of all those policies, from an equalities perspective, where there is a possibility that bias could affect outcomes such as the Recruitment Policy, Equality and Diversity policy, disciplinary, capability, absence management
- **The introduction of the Rooney Rule in recruitment** – this is an initiative borne from American football which says that all final interview panels must be represented by a BAME candidate and a female candidate. If a job is advertised and there is no female or BAME candidate in the final shortlist the manager would need to halt the process and go back out to the market again. This has potentially significant implications for further delays in the recruitment process, the potential to lose excellent candidates and managers circumventing the process by shortlisting candidates who do not have any real hope of being successful in order to meet the criteria and not delay the recruitment process
- **BAME representation on recruitment panels**
- **A specific Staff Pulse Survey on Racism**
- **Mandatory training for all on Equality and Diversity** (already in place)
- **Training in unconscious bias**
- **Senior leadership to be trained in anti-racism training** and then to review whether further roll out is appropriate
- **Mutual mentoring programme**

2.11 To address Health and Wellbeing issues the L&D Team have commissioned training on

- Stress management
- The road to resilience
- Coping with change
- Mental Health awareness
- What is trauma
- Bereavement Support
- Safeguarding – COVID-19
- ASC specific training
- Mental Health First Aid
- Mental Health Awareness
- Mental Health First Aid Champion

2.12 **CMT agreed:**

- **To the adoption of the WRES Standards and to taking part in the WRES pilot.**
- **To the introduction of an Annual Equalities and Diversity in Employment report but that it would include all the main equality protected characteristics included and not just race. The first full report will be at the end of April 2021 and will be an internal and external public document. CMT also agreed to the wider metrics proposed being included.**

- To the Policy Review as outlined with the BAME Staff Forum being asked to support the review
- For a CMT led training programme on anti-racism
- They noted the training already in place which all BAME staff have access to
- For the Head of HR to meet with the BAME staff forum to obtain their views on the following:
 - The introduction of the Rooney Rule in recruitment
 - BAME representation on recruitment panels
 - A specific staff pulse survey focusing on race
 - The introduction of reverse mentoring

3. BAME Staff Forum feedback

- 3.1 The Head of HR met with the BAME Staff forum and outlined the discussions at CMT. The BAME forum conducted a short pulse survey to gain feedback on the questions they were being asked.

Merton has approximately 527 BAME staff (taken from our equality profiling). 23 BAME staff from the forum responded to the survey.

3.2 ***BAME staff on recruitment panels***

The BAME Staff Forum were asked for their views on whether BAME staff should be present on all recruitment panels. Out of the 23 BAME staff that responded, 21 said yes and 2 said no.

BAME members were then asked, whether they were willing to sit on a recruitment panel with 15 saying yes, 5 saying no and 3 not responding to this question.

Merton appoints approximately 250 new starters every year. A decision to put a BAME member on every recruitment panel would mean that for 250 panels a year we would need a BAME member of staff to support final stage interviews. At MGA level and above the number of appointments per year will vary but run to approximately 15 a year. Another option would be to introduce BAME staff members on recruitment panels for MGA level posts and above only.

CMT agreed that we will introduce, with immediate effect, BAME staff on senior appointment recruitment panels. We would also monitor the panel make up of all other recruitment panels to see what the ethnicity split is currently before deciding whether this should be a Council wide initiative, or whether by default this is already happening.

3.2 ***Mutual mentoring***

The BAME Staff Forum were asked whether they would see a value in Merton introducing a mutual mentoring programme. 21 individuals responded to this question with 20 indicating yes.

The BAME members were then asked if they would be willing to become a mentor. 7 individuals indicated they would be willing to become a mentor with 16 individuals skipping the question entirely.

CMT agreed that HR should work on a further paper on the logistics and costs of running the programme to come back to a future CMT meeting.

3.3 ***Pulse Survey on racism***

7 members of the BAME staff forum indicated that they would be willing to support the design of a survey on racism within Merton. The Head of HR met with these staff members and a survey will be produced and run in January next year, in order not to conflict with the bi annual staff survey that will be running throughout December.

3.4 ***The Rooney Rule***

The questionnaire was responded to by 23 BAME Staff Forum members, 15 who voted in favour of introducing the Rooney Rule and 8 who voted against its introduction.

CMT agreed that we would monitor the candidate make up of all final stage recruitment panels for a period of time in order to see whether this is actually an issue or whether we actually already have a BAME representative on all final stage interviews.

4. **The draft Annual Equality and Diversity in Employment Report**

Given the urgency around a need for further detailed analysis on issues that may be affecting BAME staff, at the end of September an initial dry run of the Annual Equality and Diversity in Employment Report was produced, however at this point it has only focused on Race. When the finalised annual report is run at the end of April 2021 it will refer to all the main protected characteristics. The key summary headlines from the initial dry run are as follows:

- The proportion of BAME staff in the workforce continues to increase, yet there remain no BAME staff with salaries over £80k per annum, and BAME staff constitute a low proportion of our top 5% earners. This is consistent with the last reported BAME pay gap compared to white employees where pay was 12.5% lower (mean) and 9.5% lower (median), primarily due to the concentration of BAME staff in lower grades.
- Whilst the Council is able to recruit BAME staff at a higher rate than presently in the workforce, BAME staff are less likely to remain after a period of time than their white colleagues i.e. their retention rates are lower. The reason the

proportion of BAME staff is still increasing is because recruitment outstrips leavers

- BAME staff are more likely to feature in the formal stages of capability and attendance procedures (though it should be noted that the numbers of these cases is low), they are no more likely to face disciplinary action but are more likely to have disciplinary sanctions. BAME staff are more likely to raise a grievance or take a case to an Employment Tribunal
- BAME staff are more likely to be promoted (regraded or appointed to higher graded posts) than white staff
- BAME staff are more likely to attend Learning and Development events than white staff but are less likely to attend Leadership and Management training (with the exception of Community and Housing where 80% attending were BAME).

5. Recruitment of Senior Appointments

As this report has noted there are currently no senior BAME staff over £80k. Merton currently have two senior appointments in the recruitment process as follows:

- ***The Assistant Director of Public Protection***
 - The appointment has final panel interviews on 18th November 2020
 - The head hunters, Hays, were instructed to make sure that they cast their net wide and attract good senior BAME applicants
 - Hays were chosen because of their track record of successful BAME appointments
 - 33% of the long list were BAME
 - 50% of candidates at final interview are BAME
 - A BAME senior member of staff will be on the final selection panel
- ***The Director of Children's, Schools and Families***
 - This is a member appointment and the Appointments panel meet on the 30th November to choose the head hunter to run this recruitment campaign, agree the salary band for the role and to satisfy itself that the highest level of equality and diversity attention is being paid to this important recruitment
 - The head hunter will be scrutinised for their track record in enabling organisations to attract BAME candidates and successful BAME appointments
 - The appointments panel will choose the panel for this recruitment and will be reminded of Merton's approach to having a BAME member on the final interview panel
 - The head hunter will report weekly on their search and the ethnic makeup of interested candidates
 - This recruitment will not go live until January 2021

6. Actions

The report has outlined a number of actions that the organisation is taking to support enhanced scrutiny of the impact that Council processes and procedures and COVID may have on BAME staff. In addition to all the actions outlined in this report which are currently being pursued there is also the following to note:

- The BAME staff forum have now selected their Co Chairs
- We are currently pursuing being a part of the WRES pilot scheme, but irrespective of whether or not we are accepted we will be following the WRES standards as outlined in this report
- In addition to the specific Staff Pulse Survey on Race the bi-annual staff survey which will be run in December has also had the questions enhanced around race issues
- The Equality Steering Group will be discussing the information that will be provided by:
 - The Annual Equality and Diversity in Employment Report which will be available at the end of April 2021
 - The breakdown of the results from the bi Annual Staff Survey, from an equalities perspective
 - The results of the Staff Pulse Survey on RACE

The findings and trends will be discussed with CMT and the BAME Staff forum, an action plan produced which will be monitored by the Equality Steering Group, with regular reports back to the BAME Staff Forum and CMT.

- Merton are currently participating in a pan London initiative focusing on recruitment and mentoring. The idea is that across London Councils a pool of interested Senior BAME individuals will be trained and available for cross Council recruitment panels and mentoring of Council staff. If Merton required a BAME staff member for a recruitment panel, but were unable to source one internally then this pool of individuals would be approached to see if someone outside the Council could assist. These staff are at Head of Service level and above. Merton senior BAME staff were approached and 3 have put themselves forward for this initiative.

7. Consultation undertaken or proposed

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

7.2 Further consultation, analysis and review also occurs at the corporate equalities group chaired by the director of children's schools and families.

7.3 The Unions are fully up to speed with all the work being undertaken on the equalities front and are supportive of all the actions being taken.

7.4 The BAME Staff Focus Group will be fully consulted on all actions being taken.

8. Timetable

- 8.1 Monthly analysis, monitoring and reporting occurs across the Council as set out in the main body of the report above. The new Annual Equalities and Diversity in Employment report will be available at the end of April 2021. All other actions as outlined in the report are currently underway.

9. Financial, resource and property implications

- 9.1 CMT have provided the BAME Staff Forum with a budget. The reverse mentoring and coaching programme will need to come back to CMT for sanctioning as this will have a cost implication, as yet unknown. CMT will also need to approve the Leadership Anti-Racism training cost, once the preferred provider has been chosen as this will also have a cost implication.

10. Legal and statutory implications

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

11. Human rights, equalities and community cohesion implications

- 11.1 These are addressed in the main report above

12. Risk management and health and safety implications

- 12.1 None for the purposes of this report

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

- 13.1 Appendix 1 - Draft Annual Equalities and Diversity in Employment Report

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

- 14.1 CMT paper 8th September 2020
CMT paper 20th October 2020

15. Report author

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LONDON BOROUGH OF MERTON

FIRST DRAFT ANNUAL EQUALITIES AND DIVERSITY IN EMPLOYMENT REPORT

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. Against the backdrop of the COVID-19 pandemic, the death of George Floyd in the US and the resurgence of the Black Lives Matter movement, many of Merton's BAME staff expressed their concerns about the COVID-19 risks they may be exposed to in the course of their work for the council. They shared their thoughts and emotional responses to the wider structural injustices they are subjected to through racism in society. They saw those injustices and that racism reflected in their experience of working for the Council and challenged the Council to do better.
- 1.2. CMT decided on a range of measures and initiatives in August 2020, amongst which was a more in-depth Annual Equalities & Diversity in Employment Report
- 1.3. CMT considered a paper written by the Chair of the Corporate Equality Steering Group in which the BAME forum suggested that Merton should adopt the NHS's Workforce Race Equality Standards (WRES), which offer a set of objective measures (Indicators 1-9) which could be adapted and adopted for the council to measure and monitor.
- 1.4. The Chief Executive also received a letter from the recognised trade union, Unison that contained a list of requests, not dissimilar to those outlined in the WRES above.
- 1.5. CMT agreed new quarterly and annual metrics in addition to the quarterly Diversity reporting that HR currently already provide. This first draft of an Annual Equalities & Diversity in Employment Report focusses on BAME staff due to the issues identified in 1.1 to 1.4 above. HR will publish future versions of this report in April each year covering the previous year, and this will extend coverage to other protected characteristics.
- 1.6. The main findings are that:
 - The proportion of BAME staff in the workforce continues to increase, yet there remain no BAME staff with salaries over £80k per annum, and BAME staff constitute a low proportion of our top 5% earners. This is consistent with the last reported BAME pay gap compared to White employees where pay was 12.5% lower (mean) and 9.5% lower (median), primarily due to the concentration of BAME staff in lower grades.
 - Whilst the Council is able to recruit BAME staff at a higher rate than presently in the workforce, BAME staff are less likely to remain after a period of time than their white colleagues i.e. their retention rates are lower. The reason the proportion of BAME staff is still increasing is because recruitment outstrips exits
 - BAME staff are more likely to feature in the formal stages of capability and attendance procedures (though it should be noted that the numbers of these cases is low), they are no more likely to face disciplinary action but are more likely to have disciplinary sanctions. BAME staff are more likely to raise a grievance or take a case to Employment Tribunal
 - BAME staff are more likely to be promoted (regraded or appointed to higher graded posts) than white staff
 - BAME staff are more likely to attend Learning and Development events than white staff but are less likely to attend Leadership and Management training (with the exception of Community and Housing where 80% attending were BAME).

2. DETAILED DATA AND ANALYSIS

2.1 Percentage of BAME staff in the workforce

% ethnic minorities	30-Sep-17	31-Mar-18	30-Sep-18	31-Mar-19	30-Sep-19	31-Mar-20	30-Sep-20	Current not known
CHILDREN SCHOOLS & FAMILIES	30.4%	31.0%	30.6%	31.2%	33.6%	33.6%	33.9%	
COMMUNITY & HOUSING	42.9%	44.0%	44.1%	45.4%	48.0%	48.1%	48.1%	7.1%
CORPORATE SERVICES	26.3%	28.3%	28.2%	27.4%	27.9%	28.7%	29.6%	8.0%
ENVIRONMENT & REGENERATION	20.7%	22.0%	22.1%	21.6%	22.2%	23.1%	25.3%	10.3%
Grand Total	30.0%	31.5%	31.2%	31.5%	33.1%	33.7%	34.4%	17.1%
<i>London Councils Median Benchmark</i>		38.8%		40.0%				10.3%

The percentage of BAME staff in the workforce is increasing in all Departments, and overall was 34.4% as at 30th September 2020.

2.2. Percentage of BAME staff amongst top 5% of earners

% ethnic minorities	30-Sep-17	31-Mar-18	30-Sep-18	31-Mar-19	30-Sep-19	31-Mar-20	30-Sep-20	Current not known
CHILDREN SCHOOLS & FAMILIES	0.0%	5.9%	16.1%	14.3%	4.6%	4.6%	5.3%	9.5%
COMMUNITY & HOUSING	11.1%	11.1%	12.5%	11.1%	30.0%	25.0%	28.6%	22.2%
CORPORATE SERVICES	14.3%	18.5%	19.4%	17.1%	15.4%	16.7%	19.2%	18.8%
ENVIRONMENT & REGENERATION	0.0%	0.0%	5.9%	8.3%	0.0%	0.0%	0.0%	14.3%
Grand Total	7.3%	10.1%	15.1%	14.1%	11.4%	11.4%	13.9%	16.3%
<i>London Councils Median Benchmark</i>		17.0%		17.0%				

This measure enables us to benchmark with other councils in London. The percentage of BAME staff amongst the top 5% of earners has varied over the period but at 13.9% remains well below the overall workforce percentage of 34.4%.

2.3 Current workforce profile by salary band

As at 30 September 2020

Basic salary band	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	BAME Overall
Up to £19,999 per annum	15.38%	30.77%	23.08%	0.00%	30.77%	69.23%
£20,000 to £39,999 per annum	8.70%	22.73%	4.26%	1.06%	63.25%	36.86%
£40,000 to £59,999 per annum	7.42%	20.19%	2.55%	0.70%	69.14%	31.28%
£60,000 to £79,999 per annum	10.53%	5.26%	0.00%	0.00%	84.21%	17.02%
£80,000 to £99,999 per annum	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Over £100,000 per annum	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Grand Total	8.42%	21.31%	3.76%	0.91%	65.61%	34.81%

There is a larger proportion of BAME employees on salaries up to £59,999 per annum. There are no BAME employees earning above £80,000 per annum. It should be noted that the bottom salary band mainly covers a relatively small number of entry level Apprentices on London Living Wage.

2.4 Joiners by salary band

1 October 2019 to 30 September 2020

Basic salary band	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	BAME Overall
Up to £19,999 per annum	0.00%	33.33%	0.00%	0.00%	66.67%	33.33%
£20,000 to £39,999 per annum	8.89%	36.67%	5.56%	0.00%	48.89%	51.12%
£40,000 to £59,999 per annum	11.11%	28.89%	0.00%	0.00%	60.00%	40.00%
£60,000 to £79,999 per annum	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
£80,000 to £99,999 per annum	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Over £100,000 per annum	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total	9.09%	32.87%	3.50%	0.00%	54.55%	45.46%

“Joiners” here includes staff who are new to the borough, as well as agency conversions to perm, but will exclude internal promotions. BAME employees make up a larger proportion (45%) of new starters in the rolling year than the current overall workforce profile (35%). There have been no new starters above £80,000 in the period.

2.5 Leavers by Salary Band

1 October 2019 to 30 September 2020

Basic salary band	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	BAME Overall
Up to £19,999 per annum	0.00%	40.00%	0.00%	0.00%	60.00%	40.00%
£20,000 to £39,999 per annum	7.29%	25.00%	8.33%	1.04%	58.33%	41.66%
£40,000 to £59,999 per annum	3.64%	18.18%	7.27%	0.00%	70.91%	29.09%
£60,000 to £79,999 per annum	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
£80,000 to £99,999 per annum	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Over £100,000 per annum	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total	5.52%	22.09%	7.36%	0.61%	64.42%	35.58%

BAME staff make up 36% of leavers in the rolling year, slightly higher than the percentage of BAME employees in the workforce (34%).

2.6 Recruitment - overall

1 January 2020 to 30 September 2020

2115 applications were received during this period, of which:-			
	BAME	White	Prefer not to say
CSF (41% of applications)	60.00%	40.00%	5%
C&H (18% of applications)	61.46%	38.54%	4%
CS (33% of applications)	51.55%	48.45%	3%
E&R (8% of applications)	35.11%	64.89%	6%
Overall	55.48%	64.89%	
432 applications were shortlisted during this period, of which:-			
	BAME	White	Prefer not to say
CSF (57% of those shortlisted)	48%	52.08%	4%
C&H (12% of those shortlisted)	57%	42.86%	2%
CS (20% of those shortlisted)	42%	58.33%	4%
E&R (11% of those shortlisted)	22%	77.55%	2%
Overall	45.02%	54.98%	
174 offers were made during this period, of which:			
	BAME	White	Prefer not to say
CSF (52% of offers)	45.26%	54.74%	5%
C&H (26% of offers)	64.00%	36.00%	0%
CS (14% of offers)	29.17%	70.83%	4%
E&R (8% of offers)	29.00%	71.00%	0%
Overall	46.58%	53.42%	

Due to the introduction of a new recruitment system, data is only available for the last three quarters. This will extend to a full rolling year in future reports. Recruitment will include internal staff who applied for and secured jobs, but not agency conversions or reorganisation direct assimilations.

55% of applicants were BAME, 45% of those shortlisted were BAME and 47% of those offered posts were BAME.

Recruitment – positions above grade MGA

1 January 2020 to 30 September 2020

	BAME	White background	Prefer not to say
57 applications	50%	50%	6%
29 shortlisted	54%	46%	3%
9 offers made	43%	57%	0%

The table provides a further analysis focussing on recruitment for posts graded MGA and above

As there were only 9 offers, there is a risk individuals (and hence whether or not they are BAME) could be identified if further broken down by Department. 50% of applicants of known ethnicity were BAME, 54% of those shortlisted were BAME and 43% of those

appointed were BAME. As the data set increases in size over time so that full year data is available, it may be possible to provide a departmental breakdown.

2.7 Overall Turnover rates

	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	BAME Overall	Workforce Overall
01.10.2017 to 30.09.2018	6.87%	10.84%	19.40%	15.38%	10.20%	11.19%	10.51%
01.10.2018 to 30.09.2019	11.90%	8.87%	9.23%	14.81%	11.45%	9.82%	10.92%
01.10.2019 to 30.09.2020	6.98%	11.11%	19.51%	6.90%	10.20%	10.96%	10.46%

The table compared overall turnover rates (leavers for all reasons) for the last three rolling years. In two of the three years, overall turnover for BAME staff was higher than for White staff.

2.8 Voluntary Turnover rates

Voluntary Turnover Rate (Resignations)							
	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	BAME Overall	Workforce Overall
01.10.2017 to 30.09.2018	6.01%	8.74%	16.42%	15.38%	7.62%	9.33%	8.16%
01.10.2018 to 30.09.2019	7.14%	6.24%	4.62%	14.81%	8.33%	6.48%	7.73%
01.10.2019 to 30.09.2020	4.65%	6.79%	16.26%	6.90%	6.61%	7.37%	6.87%

This table compared Voluntary turnover rates (resignations) for the last three rolling years. In two of the three years, overall turnover for BAME staff was higher than for White staff.

2.9 Stability (Retention)

Stability - percentage of staff remaining in post after 1 year							
As at 30 September 2020							
	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	Workforce Overall	BAME Overall
CHILDREN SCHOOLS & FAMILIES	84.00%	77.23%	79.17%	100.00%	86.09%	84.11%	79.22%
COMMUNITY & HOUSING	94.87%	92.62%	100.00%	100.00%	94.24%	92.50%	93.79%
CORPORATE SERVICES	91.11%	90.16%	100.00%	100.00%	94.24%	93.80%	92.00%
ENVIRONMENT & REGENERATION	100.00%	86.67%	83.33%	100.00%	96.43%	95.58%	90.79%
Grand Total	92.37%	86.63%	89.66%	100.00%	92.31%	91.12%	88.72%
Stability - percentage of staff remaining in post after 2 years							
As at 30 September 2020							
	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	Workforce Overall	BAME Overall
CHILDREN SCHOOLS & FAMILIES	72.00%	62.38%	75.00%	50.00%	77.48%	73.33%	65.58%
COMMUNITY & HOUSING	89.74%	73.77%	90.91%	80.00%	88.48%	64.00%	78.53%
CORPORATE SERVICES	77.78%	80.33%	88.24%	100.00%	87.80%	82.76%	80.80%
ENVIRONMENT & REGENERATION	90.91%	77.78%	66.67%	100.00%	87.50%	92.59%	81.58%
Grand Total	82.44%	72.04%	81.03%	78.57%	84.81%	81.16%	75.75%
Stability - percentage of staff remaining in post after 3 years							
As at 30 September 2020							
	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	Workforce Overall	BAME Overall
CHILDREN SCHOOLS & FAMILIES	60.00%	57.43%	70.83%	50.00%	68.21%	65.78%	59.74%
COMMUNITY & HOUSING	82.05%	66.39%	63.64%	80.00%	81.15%	73.50%	70.06%
CORPORATE SERVICES	64.44%	72.13%	82.35%	100.00%	78.64%	76.92%	71.20%
ENVIRONMENT & REGENERATION	63.64%	66.67%	66.67%	100.00%	77.23%	66.30%	67.11%
Grand Total	68.70%	64.74%	72.41%	78.57%	75.74%	70.75%	66.92%
Stability - percentage of staff remaining in post after 5 years							
As at 30 September 2020							
	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	Workforce Overall	BAME Overall
CHILDREN SCHOOLS & FAMILIES	52.00%	43.56%	41.67%	50.00%	55.96%	51.32%	44.81%
COMMUNITY & HOUSING	82.05%	61.48%	54.55%	60.00%	75.92%	67.75%	65.54%
CORPORATE SERVICES	57.78%	59.02%	58.82%	50.00%	62.37%	62.61%	58.40%
ENVIRONMENT & REGENERATION	54.55%	48.89%	33.33%	66.67%	62.95%	53.04%	50.00%
Grand Total	63.36%	53.80%	48.28%	57.14%	63.21%	58.62%	55.64%

Stability measures the number of staff still in post after a period, in this case after 1 year, 2 years and 3 years. This provides an indication of our ability to retain staff.

Stability is consistently lower for BAME employees after each of 1, 2, 3 and 5 years:

- 92% of White staff remained after 1 year, compared to 89% of BAME staff
- 85% of White staff remained after 2 years, compared to 76% of BAME staff
- 75% of White staff remained after 3 years, compared to 67% of BAME staff
- 63% of White staff remained after 5 years, compared to 56% of BAME staff.

This data, when considered alongside Joiners and Turnover data, suggests we are able to attract BAME staff but are less likely to retain them. The pattern is also more marked for Black or Black British staff.

2.10 Promotions

	Asian or Asian British	Black or Black British	Mixed	White	BAME Overall	Unknown
CHILDREN SCHOOLS & FAMILIES	3.57%	25.00%	14.29%	57.14%	42.86%	6.67%
COMMUNITY & HOUSING	0.00%	58.33%	8.33%	33.33%	66.67%	7.69%
CORPORATE SERVICES	5.56%	16.67%	0.00%	77.78%	22.22%	10.00%
ENVIRONMENT & REGENERATION	0.00%	30.00%	0.00%	70.00%	30.00%	62.96%
Overall	2.94%	29.41%	7.35%	60.29%	39.71%	24.44%

The Council does not have formal succession arrangements or promotions as such, so this metrics covers existing staff who moved to a higher graded post (a post with a higher maximum salary) in the course of the year. This includes staff who applied for and secured a higher graded post, instances where posts were re-evaluated and regraded, and staff who were assimilated to higher graded posts in reorganisations. BAME staff made up 40% of those “promoted” compared to the workforce profile of 34%.

2.11 Employee Relations Cases
1 October 2019 to 30 September 2020

Disciplinary					
	BAME	% BAME	White	% White	Not Known
CHILDREN SCHOOLS & FAMILIES	2	50.00%	2	50.00%	2
COMMUNITY & HOUSING	2	100.00%	0	0.00%	1
CORPORATE SERVICES	0	0.00%	4	100.00%	0
ENVIRONMENT & REGENERATION	1	25.00%	3	75.00%	0
Grand Total	5	35.71%	9	64.29%	3
Disciplinary Sanction					
	BAME	% BAME	White	% White	Not Known
CHILDREN SCHOOLS & FAMILIES	1	50.00%	1	50.00%	2
COMMUNITY & HOUSING	1	100.00%	0	0.00%	1
CORPORATE SERVICES	0	0.00%	2	100.00%	0
ENVIRONMENT & REGENERATION	1	50.00%	1	50.00%	0
Overall	3	42.86%	4	57.14%	3
Capability					
	BAME	% BAME	White	% White	Not Known
CHILDREN SCHOOLS & FAMILIES	3	60.00%	2	40.00%	0
COMMUNITY & HOUSING	1	100.00%	0	0.00%	0
CORPORATE SERVICES	0	0.00%	2	100.00%	0
ENVIRONMENT & REGENERATION	1	50.00%	1	50.00%	0
Overall	5	50.00%	5	50.00%	0
Stage 3 Attendance					
	BAME	% BAME	White	% White	Not Known
CHILDREN SCHOOLS & FAMILIES	2	100.00%	0	0.00%	0
COMMUNITY & HOUSING	4	57.14%	3	42.86%	0
CORPORATE SERVICES	1	50.00%	1	50.00%	0
ENVIRONMENT & REGENERATION	0	0.00%	1	100.00%	0
Overall	7	58.33%	5	41.67%	0
Grievance					
	BAME	% BAME	White	% White	Not Known
CHILDREN SCHOOLS & FAMILIES	9	90.00%	1	10.00%	0
COMMUNITY & HOUSING	1	100.00%	0	0.00%	0
CORPORATE SERVICES	5	41.67%	7	58.33%	0
ENVIRONMENT & REGENERATION	0	0.00%	3	100.00%	1
Overall	15	57.69%	11	42.31%	1
Employment Tribunal					
	BAME	% BAME	White	% White	Not Known
CHILDREN SCHOOLS & FAMILIES	5	83.33%	1	16.67%	0
COMMUNITY & HOUSING	0	0.00%	0	0.00%	0
CORPORATE SERVICES	0	0.00%	0	0.00%	0
ENVIRONMENT & REGENERATION	0	0.00%	1	100.00%	1
Overall	5	71.43%	2	28.57%	1
All casework					
	BAME	% BAME	White	% White	Not Known
CHILDREN SCHOOLS & FAMILIES	19	70.37%	8	29.63%	2
COMMUNITY & HOUSING	6	75.00%	2	25.00%	1
CORPORATE SERVICES	6	33.33%	12	66.67%	0
ENVIRONMENT & REGENERATION	1	10.00%	9	90.00%	1
Overall	32	50.79%	31	49.21%	4

Casework is shown where cases have reached a formal stage. Monitoring data is not available for cases resolved at an informal stage as line managers resolve these locally. Grievance includes employees raising dignity at work/discrimination issues.

Although caution is needed due to the low numbers when broken down by case type, it is clear that overall BAME employees (51% are BAME compared to 34% in the workforce) are more likely to reach formal stages of our employment procedures. Even for Disciplinaries, where the proportion of BAME staff (36%) is similar to the workforce (34%), the proportion facing Disciplinary Sanctions is higher (43%).

BAME staff are more likely to raise Grievances, and to bring cases at Employment Tribunal. They are also more likely to face formal action under our attendance procedures.

2.12 Training/Learning and Development

Quarter 2 2020/2021 1 July 2020 to 30 September 2020

Department	Ethnicity					
Course Type	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	BAME Overall	White
Adults social care	0.0%	0.0%	0.0%	0.0%	0.00%	100.0%
Diversity	4.0%	22.0%	0.0%	0.0%	26.0%	74.0%
Health and Safety	0.0%	50.0%	0.0%	0.0%	50.0%	50.0%
IT	0.0%	33.3%	0.0%	0.0%	33.3%	66.7%
Leadership and Management	0.0%	11.1%	0.0%	0.0%	11.1%	88.9%
Supporting staff	6.1%	30.3%	0.0%	0.0%	36.4%	63.6%
CHILDREN SCHOOLS & FAMILIES overall	3.2%	23.0%	0.0%	0.0%	26.2%	73.8%
Adults social care	3.8%	53.0%	1.5%	3.0%	62.1%	37.9%
Diversity	16.1%	44.6%	0.0%	0.0%	62.5%	37.5%
Health and Safety	42.9%	28.6%	0.0%	14.3%	85.7%	14.3%
IT	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%
Leadership and Management	40.0%	40.0%	0.0%	0.0%	80.0%	20.0%
Supporting staff	16.0%	36.0%	0.0%	0.0%	56.0%	44.0%
COMMUNITY & HOUSING overall	12.8%	47.3%	0.8%	2.1%	64.2%	35.8%
Adults social care	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Diversity	15.4%	25.6%	2.6%	0.0%	43.6%	56.4%
Health and Safety	0.0%	0.0%	0.0%	0.0%	0.00%	62.5%
IT	0.0%	0.0%	0.0%	0.0%	0.00%	100.0%
Leadership and Management	11.5%	11.5%	7.7%	0.0%	30.8%	69.2%
Supporting staff	8.3%	18.8%	6.3%	0.0%	37.5%	62.5%
CORPORATE SERVICES overall	11.4%	17.9%	5.7%	0.0%	36.4%	63.6%
Adults social care	0.0%	0.0%	0.0%	0.0%	0.00%	100.0%
Diversity	0.0%	0.0%	0.0%	0.0%	0.00%	100.0%
Health and Safety	0.0%	0.0%	0.0%	0.0%	0.00%	0.0%
IT	66.7%	0.0%	0.0%	0.0%	66.7%	33.3%
Leadership and Management	6.9%	6.9%	0.0%	0.0%	13.8%	86.2%
Supporting staff	0.0%	0.0%	0.0%	0.0%	0.00%	100.0%
ENVIRONMENT & REGENERATION overall	7.0%	3.5%	0.0%	0.0%	10.5%	89.5%
Adults social care	3.7%	51.5%	1.5%	2.9%	60.3%	39.7%
Diversity	11.4%	29.1%	0.6%	0.0%	41.8%	58.2%
Health and Safety	25.0%	25.0%	0.0%	8.3%	58.3%	41.7%
IT	21.1%	26.3%	0.0%	0.0%	47.4%	52.6%
Leadership and Management	12.5%	14.8%	3.1%	0.0%	30.5%	69.5%
Supporting staff	8.7%	22.2%	2.4%	0.0%	35.7%	64.3%
ALL DEPARTMENTS	9.8%	29.5%	1.7%	0.9%	42.8%	57.2%

In Quarter 2, 42.8% of employees attending training were BAME. At the end of September 2020 34.4% of staff in the workforce were BAME. Overall, BAME staff are less likely to attend Leadership and Management Training (30.5%) but are more likely to attend other types of courses. This pattern varies considerably between Departments, for example in Community & Housing 80% of attendees on Leadership and Management training were BAME.

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